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WORKPLACE STOP BULLYING!

PEF'S MESSAGE TO BULLYING AT DFS: ENOUGH IS ENOUGH!

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Metro NY Labor Communications Council

The President's Message By WAYNE SPENCE

The best of PEF was on display this month

Wow, what a month! Since I last wrote in mid-August, members in the Professional, Scientific, and Technical unit ratified a new five-year contract, we celebrated Labor Day across the State with parades and family activities, and we blew up our 20' inflatable bull on a New York City street to call out toxic management at the Department of Financial Services.

I believe those three things really showcase the best of this union – we protect and enforce the rights of our members, we act in solidarity, and we fight for every members' safety and respect on the job.

My top priority this year was negotiating a fair and just contract. We secured one with higher annual raises in the first years of the deal so that your paychecks will compound more over time, delivering a 19.3% salary increase through 2031. The 4.5% retroactive raise was already paid to many of you in your Sept. 23 paycheck. Others will receive it in your Oct. 1 check. But we didn't just accept the exact same deal offered to other bargaining units. By hanging tough and rallying outside the State Capitol in Albany during the final days of negotiations, we also secured the right to create a PEF Employee Benefit Fund to administer new dental and vision benefits, something I've been pushing for since first elected in 2015 and was told would never happen. We are now exploring options and will have more to report as 2026 comes to a close, but I'm confident the new plan will provide more options for members in rural parts of the State, along with improved benefits.

On the solidarity front, it was heartwarming to see so many members turn out for Labor Day activities in Regions 1, 3, 4, 7 and 8. Region 1 Coordinator Vinny Cicatello tells me it was the biggest Buffalo parade in nearly 10 years! And in Albany, PEF Region 8 Coordinator Danielle Bridger reports nearly 2,000 of the attendees at the Capital District Area Labor Federation family day in Troy were PEF members. I heard the same level of enthusiasm from PEF leaders in Rochester, Syracuse, and Massena.

The day after Labor Day, PEF inflated our two-story bull called S.T.O.M.P. (Stop Treating Our Members Poorly) outside the Department of Financial Services (DFS) in New York City. The powerful people inside that building tried really hard to squash our rally, but when this union sets its mind to something, we get it done! At the rally, I called for an independent review of the work of the Anti-Discrimination Investigations Division, which as part of the Office of Employee Relations has proven over the years that it is incapable of investigating claims made by State employees against management. It is something we will not be quiet about in the months ahead. Members at various agencies, from DOCCS to OMH to OPWDD and many more, have shared with me stories about being disrespected, discriminated against, and otherwise treated unfairly by career mid-level managers, and S.T.O.M.P. was created as a bold reminder that PEF is not going to take it anymore.

Finally, a word about the 25th anniversary of 9/11, which I marked at the Department of Taxation and Finance in New York City, while other PEF leaders held a ceremony at the workers' memorial located outside union headquarters in Latham, N.Y. PEF presented plaques to family members of the 34 Taxation & Finance employees in our union who died on that day. They recalled the work of the union in helping them navigate the immediate and long-term consequences of the tragedy. It was a solemn event, but a powerful reminder of why unions exist – to take care of each other in good times and bad. Thank you for your membership and may God bless you and your families.

In Unity,

Wayne Spence

Wayne Spence
PEF President

PEF rally calls out bullying at Department of Financial Services in NYC

S.T.O.M.P. the bull made his union debut September 8 outside the Department of Financial Services (DFS) in New York City, where PEF members and staff have experienced bullying management tactics, intimidation, and retaliation.

The 20-foot inflatable bull was blown up on the sidewalk outside 1 State Street in Lower Manhattan, where more than 100 PEF members work as investigators and other titles at DFS, the State agency in charge of regulating financial institutions in New York. Modeled after organized labor's famous "Scabby the Rat" that pops up on city streets where non-unionized labor is employed, S.T.O.M.P. stands for "Stop Treating Our Members Poorly" and is a symbol PEF plans to deploy statewide to call out bullying managers.

"That bull over there, if you only knew what it took to get it in that location!" said PEF President Wayne Spence, referring to the arduous process required to erect a two-story inflatable on a New York City street. "No one wanted that bull to be out there."

"We are here for a very simple reason," said Vice President Darlene Williams at the start of the rally. "Every worker deserves dignity. Every worker deserves respect. And every worker deserves to go home without fear."

About 100 PEF leaders, members and staff were joined by elected officials and members from other unions (NYSNA, CWA) in a show of solidarity at the rally. Speakers included Coalition of Black Trade Unionists President Terrence Melvin, NYS AFL-CIO President Mario Cilento, Chair of the State Senate Banking Committee James Sanders, Jr., incoming State Senator Grace Lee, Assemblymembers Brian Romero and Charles Fall, and City Councilman Yusef Salaam.

"I have one very simple message for all of my PEF family here today," NYS AFL-CIO President Cilento told the crowd. "One message: You are not alone in this fight. Your 2.5 million brothers and sisters and family members of the New York State AFL-CIO of the entire labor movement are here with you!"

A PEF field representative and member of PEF's staff union, United Steelworkers (USW) Local 9265, experienced firsthand the bullying behaviors and toxic environment at DFS, raised the red flag, and filed a complaint. USW members joined with PEF to call out the agency.

"No worker should have to come to work fearing bullying, intimidation, harassment or retaliation," said USW Local 9265 Steward Jessica Carpenter. "And let's be clear: our members are experiencing that same toxic behavior. USW staff walk into DFS to represent PEF members—and they deserve the

same respect and dignity we demand for the members they represent. We will not accept bullying or intimidation as a substitute for leadership—not against PEF members, and not against our union members. Today, we put aside our differences and stand together. We stand for respect. We stand for dignity. We stand for the right of every worker to have a voice."

Next up at the podium was Noel Acey, who works as a training specialist at DFS and who has worked for various agencies during her 28-year state career. Right before the pandemic, Acey experienced mistreatment at DFS and made a complaint. As a result, she was constantly retaliated against, and it only got worse after she suffered a health condition.

"I come before you as a survivor, not a victim," she said. "I am so glad that this is happening. And do you know why? Because I wrote. I wrote to everyone I could think of. (Vice President) Darlene (Williams), President Spence, our coordinators, our field reps, our internal representation, the Governor, (NYS Attorney

General) Tish James, everybody and anybody who would listen to me. We are professionals! Get your pen out, your paper, your email and write. Someone will listen to you."

President Spence closed out the rally by asking the State Legislature and the Governor's office to review the work of the Anti-Discrimination Investigations Division (ADID) – a unit that operates within the Office of Employee Relations (OER) and is charged with investigating employment discrimination complaints at state agencies.

"It is as if you're asking the fox to watch the hens," said Spence. "It has never worked and it will never work!"

Spence then talked directly to State workers who feel they've been discriminated against or otherwise bullied on the job.

"Nobody can give anybody courage," he said. "There's a point when you have to say enough is enough. If you're being bullied, there's a good chance someone else is being bullied, too. You are part of a union. You are not by yourself. Do not allow bullying, hostile, toxic work to make your life miserable. You do not deserve to be abused at work. You have a union and we are union strong!"

WORKPLACE STOP BULLYING!

Executive Board endorses candidates, approves legislative agendas

By NAJEE WALKER

The PEF Executive Board met for its third quarterly meeting of 2026 on September 17 and 18 in Albany. As members gear up for Convention this October and come off a busy, action-filled Summer, the meeting recapped PEF's activities over the past three months, set legislative priorities, finalized General Election endorsements, and prepared members for upcoming elections.

President's Report

President Spence began his report by showing several videos depicting various union priorities from over the summer and throughout the year. A contract video summarized efforts by the PEF Contract Team to educate members and push for the now-ratified five-year agreement. A recap of the Sept. 8 rally held outside 1 State Street in New York City to fight back against bullying at the Department of Financial Services was also shown. And a 9/11 video let members see part of the somber event that took place on the 25th anniversary of the Sept. 11, 2001, terrorist attacks. Forty employees at the New York City office for the Department of Tax and Finance in the World Trade Center – including 34 PEF members -- lost their lives in the tragedy. PEF took the initiative and created framed certificates of remembrance for the families who were in attendance.

President Spence also revealed a rendering that names the union's headquarters in Latham, N.Y. the Roger E. Benson PEF Headquarters. The board voted during their June 2026 meeting to do that in honor of the late PEF President, who passed away in April.

The President then detailed ongoing efforts by PEF to combat unsafe working conditions at various worksites. He spoke about efforts at the Office of General Services, the State Education Department, DOCCS, and even the Civil Service Department to update HVAC systems, create solutions for safety and security, and stop the bullying of members.

As part of those efforts, PEF will host a DOCCS Labor-Management Conference in Albany on September 23-25.

"We will have about 155 attendees from across the state, including about 25 DOCCS executives and Commissioners," said President Spence. "And I am proud to announce that this is the first time that OMH will also be in attendance." OMH employees assigned to Corrections-Based Operations often work under the same stressful conditions as their DOCCS counterparts behind the walls.

The newest members of the PEF Executive Board were sworn in at the start of the meeting on Sept. 17, 2027. Left to right: Grace Felix, Downstate Medical Center, Heidi Bazicki, DMV Capital District, Charles Browning, State Insurance Fund (Endicott), Eric Stephens, Division of Human Rights (Buffalo), Megan Otis, OPWDD (Central New York), Rebecca Deitzer, Roswell Park, Gregory Deiulio, Ag & Markets (Albany), Shaquana Perry, South Beach Psychiatric Center, Shaun Wentland, DOCCS (Collins CF), Donald O'Shea, OCFS (Highland), Samuel Maxsween, Homeland Security, OGS, (Poughkeepsie).

COPE and Organizing

The Organizing report presented by Director of Organizing Scott Harms showed upward trends. In late 2025, PEF recorded 55,708 members. As of September 8, 2026, membership had increased to 56,996. Those numbers are good, said Harms, but there are still about 5,440 non-members in PEF bargaining units.

"I have asked our organizers to reach out to locations where non-members are the highest and work with organizers, coordinators and council leaders to reduce those numbers," he said.

Thanks to the efforts of the Organizing Department and the state's steady hiring of new employees, COPE – the Committee on Political Education that raises money for federal political lobbying — has also seen a significant increase in contributions.

"Our SEIU COPE obligation increased from about $156,000 last year to about $163,000 this year," said PEF COPE Coordinator Don Morgenstern. "We will exceed the contribution rates expected from us by SEIU by about $30,000 by next month." SEIU administers half of the PEF COPE money members contribute, while AFT administers the other half.

The union signed up 805 new COPE contributors as of September 1, which surpassed Morgenstern's goal this year. COPE membership is up among the members 34.5% and among retirees 4.6%

Contract Update

Director of Contract Administration Ben Traslaviña shared with the Executive Board two important dates.

"For the Administrative Payroll, retro pay will be in the September 23 paycheck. For the Institutional Payroll, retro pay will be in the October 1 paycheck," said Traslaviña. "Additionally, retro pay increases for locational pay – now including Ulster County members — will be made available on those same days for each payroll."

President Spence shared that meetings with the PEF Membership Benefits Program are going well regarding setting up a PEF Employee Benefit Fund to administer dental and vision benefits. This was a long-sought goal of the president since he was first elected in 2015 that was secured in the latest contract negotiation. The union is investigating options. The President noted that the State's two other major public employee unions approach their funds differently — CSEA hired staff to administer their plan, whereas UUP contracts plan administration out to insurance companies.

"The best news I have to share is that the initial deposit from the State to start the benefit fund is on the way," said President Spence. "We are expecting to receive $7 million from the state very soon."

Financial Strength of the Union

Secretary-Treasurer Joe Donahue is retiring from his position effective Sept. 30. In the interim, PEF Vice President Randi DiAntonio is overseeing the Office of the Secretary Treasurer. She detailed the union's finances and noted a monthly dues and fees increase totaling about $350,000 thanks to increased hiring by the State and PEF's ability to get those employees to join the union.

There have also been increases to liabilities since June 2025, primarily, said Vice President DiAntonio, due to post retirement liability claims, medical claims and changes in premiums. A few PEF regional offices also relocated, requiring new leases.

Politics and Legislative Agendas

The PEF Executive Board approved both the State and Federal Legislative agendas. These agendas set the priorities for the union and help determine where support from elected officials is needed. They will be finalized by Convention delegates in October.

Language about Artificial Intelligence, pension reform, and support for infraction of traffic penalties in work zones was added to the State agenda. In the Federal agenda, language was added to support the 32-hour work week act, which is already supported by other unions across the country.

Vice President DiAntonio, who chairs the Statewide Political Action Committee (PAC) urged members to get involved in the union's legislative advocacy.

"It's as easy as visiting PEF's Legislative Action Center on the website or app to send letters to lawmakers and the governor supporting PEF's priorities," she said.

With the General Election quickly approaching on Nov. 3, the board also debated and voted on federal and statewide endorsements, as recommended by the Statewide PAC and PEF's 12 regional PACs. Governor Kathy Hochul was endorsed, along with more than a hundred other candidates from both political parties. (Click the PEF Endorsements tab on this page for the full list.)

"These are endorsements that make sense to the union's policies and are meant to strengthen relationships for the union as a whole and strengthen our rights," said Vice President DiAntonio. "These are not based on personal politics."

The PEF Executive Board will hold its final meeting of the year Dec. 3 and 4 in Albany.

25 years after Sept. 11, 2001, memories and lessons remain strong

By KATE STICKLES

ALBANY, N.Y. -- PEF leaders, members, and staff — current and former — gathered to honor those lost on Sept. 11, 2001. Some had personal connections to the victims; others worked tirelessly in the aftermath. Some weren't even born in 2001.

All felt the weight of the 25th anniversary of the day 2,977 people left their homes and never returned — a theme that ran through the remarks.

"Twenty-five years ago, on a sunny morning with clear blue skies just like this one, our nation was forever changed," said PEF Vice President Randi DiAntonio. "For those of us who lived through it, that morning is not distant history — it lives in the details we cannot forget: the shock of the first plane, the realization after the second that we were under attack, the silence, the fear and the desperate hope that our loved ones and fellow New Yorkers were safe."

In the days that followed, PEF learned it had lost 34 members in the attacks, most of them employees of the NYS Department of Taxation and Finance with offices inside the World Trade Center. More would die in the years following from related illnesses.

"We lost members who were coworkers, friends, family members, neighbors and devoted public servants," DiAntonio said. "They reported to work that day with families waiting for them to come home."

Former PEF Executive Director Todd Kerner, who worked for Tax and Finance and was in the city that day, hopes future generations of PEF continue the tradition of honoring the memories of those we lost. He and PEF Vice President Bruce Giddings read aloud names of the 34 PEF members who were killed.

Former PEF Health & Safety Director Jonathan Rosen

A union mobilizes

That loss also shaped PEF's response. Jonathan Rosen, the union's Health and Safety Director in September 2001, recalled the shock of the day and the work that followed.

"Twenty-five years ago, I was at the Guilderland YMCA when I looked up at a television and saw an image none of us will ever forget — the planes striking the World Trade Center. We knew immediately that our world had changed," Rosen told those assembled in Latham. "This memorial stands here so that we never forget. But their story — and our responsibility — doesn't end with remembering the names. September 11 also exposed the consequences of being unprepared."

The lack of preparation quickly became clear, Rosen said. State employees in buildings around the WTC were suddenly displaced, and many agencies lacked response plans or communications trees.

Former PEF Executive Director Todd Kerner

"People didn't know where to report, how to get information, or how their agencies would function," he said. "And then, there was the air. Fires at Ground Zero burned for months, while dust and debris contaminated lower Manhattan. Workers, residents, and responders were told the air was safe. We now know that was tragically wrong."

The long-term toll has been devastating: Nearly 10,000 residents and responders have died in the years since 9/11 due to exposure to toxins. Many more continue to live with cancer, respiratory and heart disease, and other illnesses.

"PEF members were among those who responded," Rosen said. "Some DCJS employees searched debris for human remains. DOT members provided trucks for debris removal. ENCON and the Labor Department provided environmental testing and safety and health assistance."

PEF's response extended beyond the immediate rescue and recovery work, Rosen said. "Leadership also provided the resources for the Health and Safety Department to bring in industrial hygienists to conduct inspections, testing and technical assistance for members concerned about contaminated workplaces," he said. "We fought to make sure state worksites were properly cleaned and safe for employees to return."

Former PEF Health & Safety Director Geraldine Stella

Out of that work came a broader push for preparedness. Rosen credited then-PEF President Roger E. Benson for supporting significant funding for a major emergency preparedness initiative: the "Get the Hell Out" campaign.

"We trained more than 300 PEF leaders and activists in an intensive eight-hour program," he said. "They left with something more important than information: a site-specific plan of action. They returned to their agencies and began demanding comprehensive emergency plans."

"That is what a union does," Rosen said. "A union doesn't simply respond after something goes wrong. It anticipates danger and asks the questions that need answers before the emergency happens."

That work continued under future health and safety leadership. Geraldine Stella, who recently retired as PEF Health and Safety Director, said the union's response in the aftermath was quick and efficient.

"PEF officers, staff and members came together following the tragedy to help people get through," she said. "Some of you may have taken part in the walkthroughs, inspections and member meetings that followed. This was all new territory. As current PEF President Wayne Spence would say, we were building the plane as we were flying it."

Membership benefits

The response also extended to members' families, where difficult conversations about death benefits, life insurance and disability claims had to happen in the midst of grief.

The PEF Membership Benefits Program stepped in to help guide those conversations.

"We had to be there," said PEF MBP Administrator Stephanie McLean-Beathley. "We sent staff to New York City because we needed people who could sit with families, answer questions, navigate complicated benefits, and make sure every available benefit was explored."

For McLean-Beathley, that support was as personal as it was practical.

"Sometimes our most important job was simply being present," she said. "Behind every claim was not a policy number or a form, but a person, a family and a life changed forever."

Years later, that work continues.

"Even today, MBP continues to process claims for members suffering from health repercussions and for families who have lost loved ones to those illnesses," McLean-Beathley said. "In times of crisis, our benefits become a lifeline — security when everything else feels uncertain."

Together, those memories and lessons give the PEF memorial its continued purpose: a silent reminder of the lives lost on September 11 and on the job.

VP Giddings delivered a message of remembrance and resolve.

"The events of that day took so much from us," he said. "But they can never take the love we carry. That love is stitched into our memories, into the stories we tell, and into the way we choose to live in their honor."

PEF Vice President Randi DiAntonio


25
YEARS
2001-2026
PEF
We will always remember...
LABOR LEADERS DONT DEMAND GIVEBACKS

PEF, NYS Department of Taxation and Finance remember coworkers who died on 9/11

By NAJEE WALKER

Many Americans remember where they were on September 11, 2001, when the World Trade Center was the target of terrorist attacks. On that day, 40 members of the New York State Department of Taxation and Finance lost their lives, including 34 PEF members who worked in the twin towers.

Twenty-five years later, a memorial service was held in Brooklyn, with PEF President Wayne Spence and Department of Taxation and Finance Acting Commissioner Amanda Hillard joined by other union leaders, family members and current Taxation and Finance employees to mark the solemn anniversary.

PEF President Wayne Spence presents Acting Commissioner Amanda Hiller with a plaque to commemorate the anniversary of the 9/11 attacks.

PEF President Wayne Spence was joined by AFT President Randi Weingarten and CSEA Local President Felicia McCullough in remembering the lives lost and making clear that unions continue to support the families, just as they did 25 years ago.

"We had union members volunteer at Ground Zero and people across the country came together to support the victims in New York, Washington, D.C., and Pennsylvania," said President Spence. "The American flags displayed in the months afterwards reflect a nation united in grief and in resolve. In the aftermath, unions like PEF provided comfort, assistance and vital information as members and families faced the emotional, legal and insurance challenges created by the attacks."

PEF's Membership Benefits Program documented more than $1.5 million in incurred liability for term life, accidental death and assault claims. Using funds secured from AFT, SEIU and the PEF World Trade Center Fund approved by the union's Executive Board soon after the attack, PEF was able to provide direct support to the families.

"PEF members who work at Tax and Finance throughout the state made sure that PEF as a union did not forget," said President Spence. "They knew the challenges of their coworkers and survivors. How were they going to pay rent? How were they going to pay mortgages? How were they going to pay bills when there was a struggle with insurance companies?"

President Spence said that it is important to affirm every year not only the union's commitment to ensuring that family members continue to receive the support they need, but that all New Yorkers and Americans continue to remember the fallen and celebrate their lives.

"As we commemorate the 25th anniversary, we honor the members we lost, those who love them, and the coworkers who continue to carry their memories," said President Spence. "Today we affirm to the families: You are not alone, you are not forgotten, and you never will be."

PEF Executive Board Member Conrad Davis, who works as an auditor at Taxation and Finance, spoke directly to his colleagues.

President Spence meets with the family of one of the victims, William Valcarcel.

"Forty stories, 40 co-workers, 40 people who mattered," he said. "25 years we remember, 25 years we speak their names. And as long as we are willing to gather, willing to remember, and willing to tell their stories, a part of them remains among us. To our 40 colleagues: You came to work one morning and became forever woven in history. But today remember that before you were ever a part of history, you were a part of us. And you still are."

New York State Governor Kathy Hochul shared a recorded message to attendees. She said that New Yorkers are forever grateful in grief to those who lost their lives, especially those who lost lives ensuring others survived.

"We remember their names, their stories, and their service to New York State," said Governor Huchol. "With every passing year, we're called to preserve their legacy and sacrifice. So today, I say thank you and may God bless all of you."

Following the speakers, members of the department were invited to read the names of those who passed, and a short documentary was played featuring family, friends and co-workers sharing memories of their departed loved ones and colleagues.

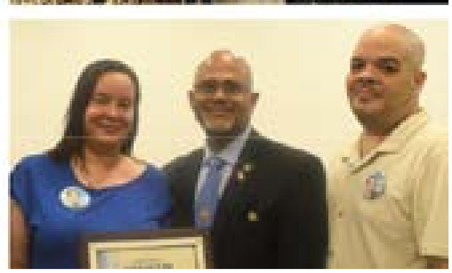
Conrad Davis, PEF Council Leader at Department of Taxation and Finance.

Acting Taxation and Finance Commissioner Amanda Hiller praised the work done by those at the department.

"Tax administration is not usually thought of as heroic work. It happens quietly. But government depends on people willing to do that quiet work every day. Our colleagues understood that," Hiller said. "When we remember them today, we should be careful not to only remember them in terms of the work that they did. Because no one is only their job. The colleagues we lost were parents, spouses and partners, sons and daughters, brothers and sisters, friends, neighbors, individuals who had favorite places and favorite foods, inside jokes and family traditions, hopes for the future and plans ahead. They had people waiting for them to come home and they didn't."

As the ceremony came to a close, a more intimate gathering was held separately for some of the families in attendance. President Spence, Conrad Davis and PEF Region 11 Coordinator Bernadette O'Connor presented families in attendance with a special certificate commemorating the 25th anniversary. President Spence credited Davis with the idea of coming up with a certificate of remembrance, especially for younger generations of New Yorkers and Americans.

"People forget that it wasn't just police and firefighters," said President Spence. "I know that they ran in, but people don't realize that these people just went to work. So, with the help of the state, we wanted to do something from New York and the union to recognize the sacrifice your family made."



Celebrating workers' rights on Labor Day

By KATE STICKLES

From the nearly 1,000 members in Region 8 flocking to a minor league baseball stadium, to what many are hailing as the highest turnout ever at the celebration in Buffalo, PEF members made a strong showing at Labor Day events across the state.

Region 1

Excitement was palpable at Cazenovia Park in Buffalo, said Region 1 Coordinator Vincent Cicatello.

"This year may have been the biggest turnout in 20 years, and people took notice that many more PEF members came out this year than in years past," he said. "It warms my heart knowing we are reaching out and getting new members involved. We had about 70 people, families came out, and there was so much energy."

Cicatello said the day was full of food, fun, and camaraderie.

"Fellow union members, politicians, community leaders, we all came together and focused on labor, the fight of workers every day in the workplace, health and safety, fair pay, and more. Region 1 is proud to be part of the Western New York and New York State labor movement."

The region was also an event sponsor. Cicatello credited rising membership for the ability to get involved and contribute to more local events.

Region 3

PEF members took to the streets of Rochester to participate in the Labor Day parade.

"Region 3 had about 100 members, retirees and family members show up to the Rochester parade to support PEF and Labor," said Regional Coordinator Leisa Abraham. "Our members and their families spread union messages, candy, and goodwill to the parade watchers as we walked to the Rochester ballpark to enjoy a lunch, family activities, and a ballgame! Special thanks to all our members, retirees their families for turning out on a holiday, and of course our region 3 PEF staff whose efforts and time made it all work."

Region 4

Labor Day is the traditional last day of the New York State Fair in Syracuse, and it draws union families from across the state. The Region's booth in the Center for Progress building welcomed hundreds of visitors, PEF members, and PEF retirees.

"It was an amazing 13 days at the great New York State Fair," said Region 4 Coordinator Monica Moore. "I enjoyed connecting with members and retirees from Region 4 and around the state. I advocated for PEF members and urged fair attendees to register to vote and make their voices heard this November. It was a huge success!"

Booth visitors could participate in a visual display that showed the diversity of PEF titles by placing a leaf on the "Rooted in Solidarity" tree.

"We had an overwhelming response and we ended up at the end of the 13 days in full bloom," Moore said. "Thank you to all the members and retirees for stopping by the booth – it was great engaging with all!"

Region 7

The Solidarity Parade and Picnic in Massena drew members from several unions, including 1199SEIU, NYSUT, IBEW, NYSNA, CSEA, and AFGE, to name a few.

"We had an amazing turnout by both PEF members and other local unions," said Region 7 Coordinator Barbara Stransky. "The day was spent marching in solidarity then a family picnic. Labor is strong in the North Country."

Region 8

More than 950 members of Region 8 celebrated Labor Day at the Capital District Area Labor Federation's family-friendly event at Joe Bruno Stadium in Troy, N.Y., said Region 8 Coordinator Danielle Bridger.

"PEF was a clambake sponsor, and our members made up almost 50% of the total 2,000 union members and families that attended," she said. "The event was free for union members and their families, but we asked all that attended to being a nonperishable item for donation to the food bank."

4.5% retroactive raise for PS&T Unit members will be paid soon

PEF Members in the PS&T Unit will soon see the first economic benefit of the newly ratified 2026-2031 Collective Bargaining Agreement.

The Office of the NYS Comptroller has released Payroll Bulletin No. 2455, which contains the following dates for your retro-active pay:

Administration payroll: Sept. 23, 2026

Institution payroll: Oct. 1, 2026

Those paychecks will include the 4.5% salary increase the Contract Team negotiated on your behalf, from the present back to March 26, 2026, for Administration payroll and April 2, 2026, for Institution. The 4%, 3.5%, 3% and 3% raises that were negotiated for subsequent years will take effect in April 2027, 2028, 2029, and 2030.

The PEF Contract Administration Department has created an FAQ with answers to common compensation questions about this Contract.

PEF member educates New Yorkers about forest management

By KATE STICKLES

New York's landscape is heavily dominated by forests, which cover about 63% of the state's total land area - nearly 18.6 million acres of woodland, providing vital wildlife habitats and economic resources.

PEF member Sarah Malinowski, a forester with the Department of Environmental Conservation, has long loved the outdoors and stepped into her career as a CSEA member, working as a forest technician before joining PEF several months later.

"I was drawn to the forestry field because I have always loved being outside and exploring, and I knew I wanted to work in a career that would fulfill that," she said. "My father graduated from SUNY ESF's Ranger School in 1979 and took me to annual summer reunions at the Adirondack campus, which had a strong influence on me."

Malinowski went on to earn a bachelor's degree in Forest Ecosystem Science in 2023, taking part in an internship placement program through the SUNY College of Environmental Science and Forestry's Research Foundation and DEC's Region 4 office.

Preserving forests is a varied job and involves more than just managing state-owned land. The Forest Stewardship Program offers forestry services to landowners in every New York county. Malinowski is responsible for Onondaga and Oswego counties.

"All private, non-industrial forest landowners who are looking for introductory management and technical advice are eligible for a free visit with a DEC forester," she said. "Often a visit is a landowner's first step toward getting professional guidance for their property."

Foresters accompany landowners on a tour of the woodland and make recommendations, then refer them to private consulting foresters who can be paid to manage and carry out the recommended work.

Sarah Malinowski works as a forester at the DEC.

"There are no formal acreage requirements, I have gone on properties as small as an acre and swung by a postage-stamp sized yard on my way to do other work to discuss the couple dozen trees on the property," Malinowski said. "If someone will benefit from the education or technical support I can provide, I try to make myself available.

A student helps plant a tree during a forestry event.

"An average site visit with a landowner requires coming up with a map, setting a date and time, then walking the property with the landowner if possible and identifying the landowner's goals and objectives as well as the present forest resources and resource concerns," she explained. "Using all that information, which can sometimes be conflicting, I develop management suggestions for the property and will either communicate my findings through a simple email or a more formal management plan for the landowner to learn from and refer to when making decisions about their property. I also aim to connect private landowners or communities with grants and monies to help them address any resource concerns."

At the recent New York State Fair, Malinoski and her colleagues handed out trees in the DEC aquarium building as part of the 25 Million Trees Initiative. Since it was launched in 2025, nearly half a million trees have been recorded in DEC's Tree Tracker tool, developed by DEC and the NYS Office of Information Services (OITS).

DEC also runs a school seedling program every spring. Through this educational program, schools, homeschool groups, and youth organizations are eligible to receive free trees or shrubs from the Colonel William F. Fox Memorial Saratoga Tree Nursery along with guidance on how to plant and care for them. Applications are accepted on a first-come, first-served basis from the beginning of January until mid-March each year.

"My goal as a forester is to inform landowners, the general public, and targeted audiences such as schools, policy makers, and land resource managers on stewardship actions that will ensure a healthy balance of forest resource values for present and future generations – on private woodlots and on the public streets and spaces in your community," she said.

How to get started - Contact your local DEC forester and make an appointment to discuss your goals for your woodland.

CITY & STATE NEW YORK | Labor Power 100

PEF President Spence honored in City & State's Labor Power 100

By NAJEE WALKER

PEF President Wayne Spence was highlighted along with 99 other labor leaders as part of City & State magazine's Labor Power 100 list. The list highlights union leaders who are on the frontlines of fighting for workers' rights.

President Spence made the list at No.14.

"New York State Public Employees Federation members this summer ratified a new five-year collective bargaining agreement, with annual raises, improved dental and vision benefits and other perks," reads the magazine's write-up. "On the legislative front, PEF's Wayne Spence touted pension equity for Tier 6 state employees as a major victory. Spence, who represents 55,000 state employees with a wide range of titles, also praised Gov. Kathy Hochul's affordability agenda this year, stating that her stewardship of the state's finances has positioned New York to weather cuts from the Trump administration."

Other New York labor leaders honored by City & State include NYS AFL-CIO President Mario Cilento, Transport Workers Union International President John Samuelsen, CSEA President Mary Sullivan, and President of the American Federation of Teachers Randi Weingarten.

PEF members educate hundreds of thousands of NYers about state services at the New York State Fair

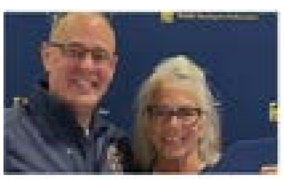
By KATE STICKLES

During the 13-day run of the New York State Fair, PEF members from Long Island to Niagara Falls traveled to Syracuse to work at agency booths and educate hundreds of thousands of people who visited the fair about the work they do.

From Department of Environmental Conservation members handing out tree seedlings, processing subscriptions for the agency's Conservationist magazine, and sharing information on hunting and fishing regs, to members at the Office for the Prevention of Domestic Violence talking about technology and gender-based violence, PEF members were the face of state government.

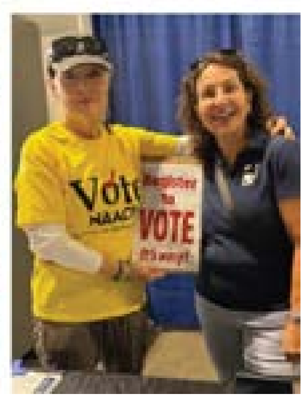
At the PEF Region 4 booth, Regional Coordinator Monica Moore encouraged members to add a leaf to the PEF Members Grow New York project, a visual reminder of the varied work of PEF members, in which fairgoers could add a leaf on the branch representing their work.

"It was an awesome time and there was a lot of engagement with our members," said Moore. "Our 'Rooted in Solidarity' tree is in full bloom thanks to all the members and retirees that stopped by the booth. It was wonderful to meet members from around the state, and to interact with Region 4 members. We also had many individuals register to vote!"










New book by retired PEF Parole Officer gives guidance on self-care while caring for others

By NAJEE WALKER

From parole officer to purpose-driven nonprofit work, and now an author, Erna Blackman has spent decades giving back to those who needed her most. Throughout her career as a parole officer and now over the past decade and a half since leaving state service, Blackman has always believed in giving people a second chance, but she often did so at her own expense.

Now, in her new book, *You Can't Pour From an Empty Champagne Flute: The Caregivers Guide to Luxury-Self Care*, Blackman explores how to care for oneself and how to do so with luxury.

Blackman began her New York State career as a parole officer in 1994. She remembers the work as tough and challenging, but also rooted in compassion.

"I think you have to have some type of compassion, because your job is to make them better while supervising them," Blackman said. "I felt like my job was to make them a better person than they were when they went in, give them a little education."

Blackman was in and out of court rooms, conducted warrants, responded to crisis calls, and put a lot of physical and mental labor into her work. Despite an injury she sustained on the job, Blackman remained committed to her parole job until 2015, she officially retired due to her injury.

Years before, Blackman was already seeking her next calling. While injured, she began volunteering as a wig stylist with the American Cancer Society's "Look Good, Feel Better" program, where she styled wigs for women who had lost their hair to cancer. She noticed that Black and ethnic hairstyles and textures were missing from most available wigs.

"I noticed that there weren't a whole lot of wigs that match us, you know, texture, curls, things like that," she said. "I said, 'Wow, if this big organization doesn't have it, what about the children in the neighborhoods whose parents are working 2-3 jobs and don't have access to other organizations?' And that's when the lightbulb went off."

Blackman started Butterflies by Blaq Inc. (Butterflies BBI) in 2012, while still working as a parole officer.

In the 14 years since, her nonprofit has expanded into partnerships with hospitals and receives hair donations from across the U.S. and several other countries, including the United Kingdom, the United Arab Emirates and Trinidad and Tobago.

In 2025, Blackman launched the Blaq Butterflies Wellness Boutique as a way to continue exploring wellness and luxury, give back to the community, and help keep the nonprofit well-funded.

This year, Blackman's new book, *You Can't Pour From an Empty Champagne Flute: The Caregivers Guide to Luxury-Self Care*, seeks to continue that giving spirit while also adding "non-negotiable luxury" into the mix.

"I was initially going to title it 'You Can't Pour From an Empty Cup,' when all of a sudden I got this download," she said. "You can't pour from an empty champagne flute because we're fragile, we're beautiful and we have to remember that. We're not just cups, we're champagne flutes. If you don't take care of us, we'll break."

Blackman said that as a caregiver and parole officer for so many years, she understands that people in caregiving roles can often burn out or forget to take care of themselves.

"You really have to fill yourself back up," she said. "You have to take time to make yourself feel good. Keep yourself healthy, move around, eat healthy. You can't constantly help others out and not take care of yourself."

Blackman's book offers small reminders and insights over eight chapters that provide best practices on refilling one's champagne flute and ensuring that self-care is not taking a backseat over the course of taking care of others.

For more information on the book, Erna Blackman, or Butterflies BBI, visit https://www.ernablackman.com/

TACTICAL TRAUMA PACKS
PAROLE OFFICERS REGION 6
PREPARE • RESPOND • SAVE LIVES

Parole officers in Region 6 receive tactical trauma packs

By NAJEE WALKER

PEF parole officers across the state supervise people who are serving out the remainder of their sentences in the community. They perform social work and program assistance with formerly incarcerated individuals to help keep them on a positive trajectory as they detach from the correctional system.

But sometimes things do not go as planned, and a parole officer must respond to a violent crime that results in injuries. When that happens, they are often without the tools they need to perform life-saving aid either on those they serve, or in some cases, themselves.

"We often have to encounter individuals who are engaged in criminal activity, whether it is in their homes or in public places," said Senior Parole Officer Cosmo Pellegrino.

That's why Pellegrino and his fellow officers advocated for further medical assistance and training, and when he brought up the idea with PEF Region 6 Coordinator Chris Dunham, Dunham took action.

"When Cosmo informed me that the State of New York was not adequately equipping its parole officers with sufficient medical supplies for injuries that can and will happen in their line of work, I was shocked to say the least," said Dunham. "Something had to be done to protect our parole officers."

Dunham tapped the Region 6 health and safety budget to purchase medical supplies used to create a "tac-pack" for parole officers. Tac packs are small portable kits that hold things like tourniquets, field dressing, gloves, and other supplies. The name refers to the fact that they can be deployed "tactically" during an emergency.

"Every cost-effective avenue was considered without compromising quality and durability for field use," said Dunham.

Dunham and Pellegrino introduced the tac-packs to grateful parole officers at their monthly meeting on August 21.

Region 6 Coordinator Christopher Dunham distributed "tac-packs" to PEF parole officers on Aug. 21.

The next step is to ensure that each parole officer knows exactly how to use what is inside. Although officers receive in-service training on some basic first-aid, Pellegrino said additional training is crucial.

"We already receive Officer Safety and Survival Training. There is a very short module on how to properly apply a tourniquet and utilize combat gauze," said Pellegrino. "Chris and I have plans to reach out to a program at Oneida County called Stop the Bleed where certified instructors come and teach you how to utilize all the gear in the bag."

Both Dunham and Pellegrino are certain that this is only the beginning for parole officers in Region 6 and across the state.

"It is our hope that this ultimately kickstarts an initiative where every parole officer across New York State will receive this equipment and training," said Dunham. "They all deserve to be similarly equipped so that they can save a life or, God forbid, their own."

PEF's 2026 – 2031 contract agreement with New York State ratified with overwhelming support

By NAJEE WALKER

The message from PEF President Wayne Spence after 88% of voters in the Professional, Scientific and Technical (PS&T) Unit cast yes votes for a new 2026-2031 agreement is clear: PEF is growing stronger.

"Labor unity builds power," said President Spence. "Overwhelming support of this contract sends a message and will position us for gains in the legislature, in the workplace, and in the community. Our members saw the value of this contract, with well over $4 billion in new money, and they stood behind it."

President Spence personally attended the vote count on Aug. 18 at the American Arbitration Association (AAA) in New York City and provided member participation statistics in a union-wide statement following certification.

"In the end, 26,067 ballots were validated by AAA and counted," read part of the statement. "That means nearly 46 percent of the 56,782 eligible voters — or almost 1 out of every 2 eligible members — voted. Of those who voted, 88% supported the agreement.

Among many other highlights, the new agreement includes across-the-board wage increases of 4.5%, 4%, 3.5%, 3%, and 3% each year of the deal, retroactive to the expiration of the last contract on April 2, 2026. That retro pay is expected to be distributed later this fall. The agreement also allows PEF to establish an Employee Benefit Fund, with the goal of administering union-run dental and vision benefits for members.

Until the Fund is up and running, improvements to the existing dental plan are included in the agreement, such as an increase in the maximum annual dental benefit and the lifetime orthodontic benefit, as well as a doubling of the amount covered for implants. Additionally, increases to location pay for Downstate and Mid-Hudson members, increases to Special Assignment to Duty (SAD) pay, five more years of the $600 annual Higher Education Differential, pay increases for long-term seasonal employees, and a hazardous duty pay bonus are some of the hard-fought gains in the agreement.

The release of the total compensation study conducted by the New York State Department of Civil Service (DCS)—which has been a PEF priority for many years—is also built into the contract, with guarantees that DCS will release the findings to PEF by January 31, 2027, then meet to discuss them.

In her press release touting the labor agreement, New York State Governor Kathy Hochul said that she is grateful that members

voted to approve this contract and thanked PEF and state workers for their hard work.

"Public employees provide vital services every day to New Yorkers everywhere, and this agreement recognizes their hard work, professionalism and contributions," Governor Hochul said. "New York values its talented public servants, and this agreement underscores my administration's support and dedication to the Empire State's public workforce. I thank PEF's leadership in helping realize this deal, and I applaud PEF's members for their continued commitment to serving New Yorkers all across this state."

RELATED STORY: PEF Contract Chair Darlene Williams: 'Do Not Give Up Your Voice'

The governor's press release also highlighted other benefits, including 20 hours of paid pre-natal leave for members who are pregnant, and an increase of the cap on sick leave accumulation.

President Spence thanked the membership and Governor Hochul for helping to bring this agreement together.

"While contract negotiations can be challenging, we appreciate Governor Kathy Hochul's leadership in forging an agreement that works for the 62,000 professional, scientific, and technical staff represented by the NYS Public Employees Federation as well as for the residents of New York," he said. "We look forward to continuing to work with the Governor to improve the safe, efficient and effective delivery of services for every New Yorker."

PEF pushes Governor to act on priority legislation

By NAJEE WALKER

Bills passed by both houses of the State legislature during their 2026 session are waiting for the signature or veto of New York State Governor Kathy Hochul. They include many bills that PEF supports and a couple the union would like to see vetoed.

All PEF members can help advocate for these union priorities by sending a letter to Governor Hochul urging her to act. The PEF Statewide Political Action Committee has made it easy by creating digital letters that can be sent to the Governor's Office with a few clicks. Hard copies of action letters will also be available at union events and meetings in PEF regions.

"Taking this small but impactful action is critical to ensuring that the union's priorities are addressed," said PEF Vice President and Chair of the State Political Action Committee Randi DiAntonio. "The union needs to take political and legislative action because the laws and policies that come from our elected officials directly impact our employment and our benefits."

There are 12 bills and corresponding letters for PEF members to support.

One of the bills, supported by State Senator Jessica Ramos and State Assemblymember Judy Griffin, focuses on preventing anti-union organizations from sending messages impersonating a union employee or representative. Many PEF members over the years have been coerced into leaving the union due to apparently receiving messages from such organizations pretending to be PEF President Wayne Spence.

Another bill, supported by State Senator Christopher Ryan and Assemblymember Chris Eachus, puts protections in place against the use of hiring outside contractors to do work done by public employees during hiring freezes. Not only does PEF believe that this would do harm to critical services, but it costs more for taxpayers and undermines confidence in the government.

TELL GOVERNOR HOCHUL

Act now!

A bill that would allow state employees access to their personnel files at least twice a year and expand basic labor protections is also awaiting the Governor's signature. The bill is sponsored by State Senator Andrew Gounardes and Assemblymembers Jessica Gonzalez-Rojas. PEF believes that this bill protects employees by allowing them to ensure their personnel records are only used to track and improve employee performance. It would expand access to the personnel file and notify employees when negative information is placed in their records.

PEF members can send an email to the Governor's office urging her to act by visiting the union's Legislative Action Center on the PEF website or app.

Sign up TODAY for the Communicator

Keeping PEF members current on PEF news, emailed to your monthly. Make sure we have your personal email address. PEF will never email at your work address.

Sign up at
www.pef.org/emailme

PEF Contract Chair Darlene Williams presents the agreement to union members at the State Insurance Fund in Manhattan on July 6, 2026.

PEF Contract Chair Darlene Williams: 'Do Not Give Up Your Voice'

By PEF VP DARLENE WILLIAMS

I want to take a moment to speak directly to every member who took the time to vote on this contract.

Whether you voted yes or no, thank you. You participated. You made a decision. Most importantly, you made your voice heard. That is what being part of a union is about.

This will be the last contract I negotiate as Chair of the Contract Team. Some of you may cheer when you read that, and some of you may be sad. Either way, I respect how you feel. Leadership is not about expecting everyone to agree with you. It is about being willing to listen, to stand up, to make difficult decisions, and to keep showing up for the members you represent.

I hope that regardless of how you voted or how you feel about this contract, you will remain involved in your union. Involvement does not always mean attending a rally or becoming a steward. Take PEF surveys. Send a letter from home. Submit your concerns anonymously when that option is available. Talk to your union representatives. Vote. Participate however you can.

I understand that some of you are afraid of retaliation for being too involved with your union. And I know many of you are busy raising children or caring for family members. Some are working overtime and just trying to make ends meet, while others are simply holding on and doing everything they can to take care of themselves. There is still a place for your voice here at PEF.

Do not give up your voice.

PEF Contract Chair and Vice President Darlene Williams monitors the vote count at the American Arbitration Association office in New York City on Aug. 18, 2026.

This contract will govern the terms and conditions of employment for members in PEF's Professional, Scientific, and Technical unit through April 1, 2031. During those years, we need to prepare the next generation of members and leaders who will sit at that negotiating table. They need to know the pulse of this membership. They need to understand what you are experiencing in your workplaces, what you need to support your families, what you are willing to fight for, and what you expect from your union.

While that is happening, your elected union leaders will engage in frank conversations about how the decisions made at one bargaining table can affect workers sitting at another. Solidarity must work from the bottom up and the top down. What happens to one of us ultimately affects all of us.

To the members who chose not to vote this time, I have a message for you as well. You have five years before we do this again. Five years to decide what role you want to play. This is your union, the Public Employees Federation. You can become involved, you can make your voice heard, or you can remain silent. That choice belongs to you. But please understand that when we negotiate the next contract, the decisions made at that table will affect you and your family whether you participated or not.

I also cannot close this chapter without thanking the members of our PS&T Contract Team. Scarlett Ahmed, Vincent Cicatello, Conrad Davis, Christopher Ford, Tanya Oliver, Christopher Jordan, Maureen Kozakiewicz, and Cynthia Walker – THANK YOU!

These members took time away from their families. They carried their own personal responsibilities and challenges while continuing to come back to the table and do the work. They listened to the membership, debated difficult issues, worked through disagreements, and remained committed to the responsibility they had accepted. Whether you voted yes or no on this agreement, when you see a member of this Contract Team, please remember that they gave their time and their energy in service to this membership. I am deeply grateful to each of them.

And finally, I want to thank President Wayne Spence. President Spence believed in me and gave me the opportunity to chair this team. Without that trust, I would never have had the privilege of serving you in this capacity. Thank you, President Spence, for believing that I could do this work.

To the entire PEF membership, it has truly been an honor to serve as your Contract Chair. I do not take that honor lightly.

Now, we can enjoy this moment. We can look forward to when the money will begin reaching our members and their families. But our work cannot end with a ratified contract or a bigger paycheck.

We must continue to organize. We must continue to speak up. We must continue to demand change. And above all, we must continue to stand together.

Our union is strongest when we understand one simple truth: Whatever happens to one of us matters to all of us.

Thank you for allowing me to serve. And thank you for believing that together, we can always fight for something better.

Region 5 Clambake and Region 2 Boat Cruise provide PEF members some summer fun

By NAJEE WALKER

Throughout the summer, PEF has been hard at work ensuring members have a fair contract, are informed about their rights, and are engaged with ongoing campaigns against workplace violence and bullying. Throughout it all, the union is also making sure members have a chance to connect with family, friends and fellow union siblings.

In Region 5, that connection took the form of an annual clambake at the popular Mountain Top Grove in Vestal, N.Y. In Region 2, members from PEF Regions 2, 3, 4 and 5 were invited to a boat cruise on Seneca Lake in Watkins Glen.

These events, while serving first as a chance for members to enjoy some time together this summer, also offered union leaders time to talk about the new contract, and answer questions from members about union activities.

“This is a chance to come in, let off some steam and we also want to express our appreciation for the members,” said Region 5 Coordinator Scott Staub. “They do a lot of work, and we want to give back, and this is one way we can.”

Region 5’s clambake included access to both raw and steamed clams, as well as the usual barbecued foods, including hot dogs, burgers, pulled pork and chicken.

The well-attended boat cruise, organized by Region 2 Coordinator Shelby Wisneski for the third year, took attendees on a short trip to the center of Seneca Lake and back to shore. The cruise featured a light brunch while passengers learned about the lake’s history and its importance to New York State industry.

“It is a fun way to meet new people and their families and connect with them,” said Wisneski.

“It is wonderful to be able to bring them all together and have some comradery, for them to meet other people and get them more engaged,” said Region 4 Coordinator Monica Moore. “That’s the name of the game.”

Of course, these are not the only member appreciation events that took place this summer. Members are encouraged to talk to their Council Leaders and Regional Coordinators to stay in the loop and be informed about what’s happening in your neck of the woods no matter the season. As always, please feel free to send photos from any union outings to Comms@pef.org so we can share in future issues of the *PEF Communicator and PEF Pulse!*

Photos of PEF leaders and members enjoying the Region 5 Clambake and Region 2 Boat Cruise on August 7 and 8, respectively.

Region 1 selects Ronald McDonald House of Western NY as Convention charity

By KATE STICKLES

Every year, the PEF Region hosting the union's annual Convention selects a charity to support, and this year Region 1 members overwhelmingly chose to raise funds for the Ronald McDonald House of Western New York.

Recognizing the need to support the whole family when a child is seriously ill or injured, the first Ronald McDonald House opened in Philadelphia in 1974. Fast food giant McDonald's was the charity's first corporate sponsor, and its commitment to serving communities has helped Ronald McDonald House positively impact millions of families and expand core programs and services throughout the world. Whether through direct donations, in-kind services, volunteering, or advocating on behalf of Ronald McDonald House, McDonald's has lived their values and helped Ronald McDonald House serve even more families with children who are ill or injured.

"It's an incredible charity," said Region 1 Coordinator Vincent Cicatello. "People often have to travel long distances from out of town, and they are already dealing with the condition that their child is going through. Ronald McDonald House provides a free place to stay with food, support groups, and families are able to meet other families going through similar situations."

In Region 1, members in the health care field see many families use the RMH of WNY when their children are patients at Roswell Park Comprehensive Cancer Center or Oishei Children's Hospital.

"For a lot of us in the medical field, this charity is near and dear to us," Cicatello said. "We see firsthand what some of these families go through."

Cicatello's experience with RMH is also personal. At six months old, his son was diagnosed with a rare disease and the family lived away from home in New York City while he was treated at Sloan Kettering.

"It is such a relief to be able to go to an apartment or suite where you can make your own food and store belongings," he said. "It alleviates a lot of pressure and worries. While it doesn't heal the illness, it does offer comfort, relief and support."

Region 1 set a fundraising goal of $7,500 for Convention 2026 and has already begun spreading the word. The charity drive continue throughout Convention, which will be held in Niagara Falls Oct. 18-21, and on the final day Cicatello will present the charity with a check.

Anyone may donate via to RMH using this link established by PEF.

Do you want to be a union leader? Executive Board special election coming in October

By KATE STICKLES

The PEF Executive Board meets quarterly and is the highest-ranking deliberative body of the union other than the annual Convention. A full Executive Board assures that all members of the union are represented and have a seat at the table for discussions and voting on the business of the union.

In the July special elections, **Seat 560**, representing certain members at Roswell Park, went to a ballot vote; after the count, **Rebecca Deitzer** was seated. Three vacancies remain heading into the October elections, so members in those constituencies are urged to participate. Petitioning begins Oct. 5, 2026.

"The PEF Executive Board reviews the union's finances, get briefings on membership trends, department activities, campaigns and initiatives, and so much more," said President Wayne Spence. "I encourage anyone who is eligible and interested to run for election."

The vacancies are listed below:

Seat 15 – Civil Service
Seat 103 – SUNY
Seat 161 – Executive

Petitions are due by 5 p.m. Oct. 27, 2026, and must be scanned and emailed to SpecialElections@pef.org or mailed to PEF, ATTN: Special Elections Committee, P.O. Box 12414, Albany, NY 12212-2414.

For any contested election, ballots will be mailed Nov. 18, 2026, by the American Arbitration Association (AAA) and must be returned to the address listed on the return envelope no later than 5 p.m. Dec. 10, 2026. Ballots will be counted on Dec. 11, 2026.

For more information, election rules, and petitions, visit www.pef.org/elections. For hardcopy petitions, contact the PEF Divisions Department at 800-342-4306, ext. 337 to have a supply mailed to you. Petitions will not be available for pickup at PEF Headquarters or any PEF Regional Office.

If you have any questions, email the PEF Special Elections Committee at SpecialElections@pef.org.

RETIREES IN ACTION: Celebrate Labor Day, labor values, labor-friendly candidates this election season

By JIM CARR - President, PEF Statewide Retirees

September marks the end of summer, the start of fall, and the celebration of Labor Day—a time to honor organized labor, union benefits, and the hard-fought gains workers have won.

With the General Election approaching, we must educate ourselves on the issues that affect our lives and identify candidates who support labor—as well as those who attack unions or back policies that raise the cost of living. This November, we must remember our sacrifices and protect our hard-earned benefits.

A brief look back helps us appreciate the meaning of this holiday. In 1894, President Grover Cleveland declared Labor Day a national holiday, "a time for people of this nation to pay tribute to the American worker."

When America was founded, most people worked as farmers, seafarers, or in related trades. As the country expanded inland, workers took on new professions and built new industries.

Mining natural resources helped build the country. As technology advanced, labor changed. Traditional work remained, but America's drive for innovation grew. Labor organized, unions were created, and the dignity of workers became a hallmark of our nation.

Labor Day honors the backbreaking work that made America strong, independent, self-sufficient, and a provider to the world.

This Labor Day, Americans have much to be grateful for. Even amid political, social, and economic division, union membership gives us economic strength. Yet prosperity is not shared equally. Too many people have been left behind, and the family income gap continues to widen.

The top 5% of Americans now take home a larger share of personal income than they did 40 years ago, while the share going to the middle 60% has declined by nearly 10%. The drop is even sharper for the bottom 20%. This is why America needs a strong, active, democratic labor movement.

Workers—especially union members—have given much to America over the last century. Their efforts helped create the great American middle class. Yet American unions did not embrace the "class" warfare common elsewhere in the industrialized world. Instead, union leaders saw labor as part of the American democratic experience and urged members to pursue social justice for all.

Those labor values remain strong today: public policy that supports families, expands the middle class, creates decent jobs, and reduces poverty and need.

Organized labor promotes the dignity of work.

Early Labor Day parades featured ordinary workers who took pride in their work, earned fair wages, and reminded the nation to honor working people. Today, those basic values are too often forgotten.

The COVID-19 pandemic reminded us that workers are essential: doctors, nurses, teachers, police officers, firefighters, grocery store workers, and dedicated public servants. Much of that work remains undervalued. History shows why economist Paul Krugman called 1929 to 1947 the birth of the middle class—and, roughly, the modern labor movement. During that period, U.S. union membership grew from 3.6 million to 15.4 million, with further gains from 1947 to 1973.

Anti-union policies, anti-union messaging, and pro-business actions have taken their toll. The weaponization of federal agencies, along with actions by the Labor Department and bankruptcy court judges eager to dismantle bargaining agreements, has contributed to the decline. Today, union membership is down to about 12% of the nationwdie workforce.

As union participation helped build the middle class, its decline has weakened it. History shows that unorganized workers, left to giant, unregulated corporations, face an economy divided between rich and poor. Unions balance power and help build a growing middle-class economy. Policies that support unions and the middle-class keep our economy balanced, fair, and growing.

What will save ordinary Americans, caught between a government buried in corporate cash and a market system even its supporters question, is power. Power changes things. It comes in two forms: organized money and organized people. Financial elites use organized money through corporate PACs. Working people build power by organizing, mobilizing, uniting, and taking action. That is why we still need a strong union movement—and why labor organized in the first place.

Together we are stronger. When we vote together, we win. Happy Labor Day 2026.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Consolidated Financial Statements as of
March 31, 2026 and 2025
Together with
Independent Auditor's Report

Bonadio & Co., LLP
Accounting, Consulting & More

Bonadio & Co., LLP
Accounting, Consulting & More

INDEPENDENT AUDITOR'S REPORT

August 19, 2026

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

Opinion
We have audited the accompanying consolidated financial statements of New York State Public Employees Federation (a nonprofit organization) and Subsidiary (the Organization), which comprise the consolidated statements of financial position as of March 31, 2026 and 2025, and the related consolidated statements of activities and change in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of New York State Public Employees Federation and Subsidiary as of March 31, 2026 and 2025, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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

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

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

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(Continued)

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

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

(Continued)

INDEPENDENT AUDITOR'S REPORT

(Continued)

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating information in Schedules I and II is presented for purposes of additional analysis of the consolidated financial statements rather than to present the statement of financial position and statement of activities and change in net assets of the individual companies and is not a required part of the consolidated financial statements. The consolidated schedule of expenses and statements of operating expenses in Scheduled III and IV are presented for the purpose of additional analysis and are not required parts of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The supplementary information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Bonadio & Co. LLP

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
MARCH 31, 2026 AND 2025

	2026	2025
ASSETS		
CURRENT ASSETS:		
Cash and cash equivalents	$ 14,433,261	$ 12,949,631
Investments	17,301,543	15,517,198
Membership dues receivable	949,114	726,006
Due from related parties and other receivables, net of allowance for credit losses of $35,000 for 2026 and 2025	2,903,721	2,474,582
Prepaid expenses	698,500	565,338
Total current assets	36,286,139	32,232,755
PROPERTY AND EQUIPMENT, net	4,258,208	4,351,021
OTHER ASSETS:		
Right-of-use assets - operating leases	3,075,919	2,233,718
Restricted cash - COPE	86,718	88,831
Deposits	304,059	321,748
Total other assets	3,466,696	2,644,297
	$ 44,011,043	$ 39,228,073
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable	$ 581,646	$ 391,847
Current portion of finance lease liability	84,999	81,501
Current portion of operating lease liabilities	960,718	854,866
Employee organizational leave	403,254	266,675
Accrued liabilities	2,882,297	2,384,667
Accrued vacation	1,107,051	1,066,922
Total current liabilities	6,019,965	5,046,478
LONG-TERM LIABILITIES		
Finance lease liability, net of current portion	181,100	266,099
Operating lease liabilities, net of current portion	2,293,123	1,552,451
Accrued post-retirement benefits	19,570,129	18,522,777
Total long-term liabilities	22,044,352	20,341,327
Total liabilities	28,064,317	25,387,805
NET ASSETS:		
Without donor restrictions:		
Designated by Board	8,545,934	7,948,689
Post-retirement credits recognized in net assets, net	(2,378,459)	(2,766,124)
Undesignated	9,692,533	8,568,872
Total net assets without donor restrictions	15,860,008	13,751,437
With donor restrictions	86,718	88,831
Total net assets	15,946,726	13,840,268
Total liabilities and net assets	$ 44,011,043	$ 39,228,073

The accompanying notes are an integral part of these statements.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS
FOR THE YEARS ENDED MARCH 31, 2026 AND 2025

	2026	2025
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:		
REVENUES, GAINS, AND OTHER SUPPORT:		
Membership dues	$ 47,757,915	$ 44,381,800
Less:		
Divisional distributions	1,557,532	1,498,908
Per capita taxes, net of rebates	10,602,082	10,127,645
Affiliation dues	350,248	331,945
Net membership dues	35,248,053	32,423,302
Other support:		
Interest and dividend income	704,515	566,869
Grant income	922,770	606,700
Advertising income, net	15,536	1,350
Other income	1,506,182	1,400,424
Total other support	3,149,003	2,575,343
Net assets released from restrictions:		
Satisfaction of program restrictions	334,747	299,471
Total revenues, gains, and other support	38,731,803	35,298,116
EXPENSES:		
Salary and benefit expenses	25,194,083	23,096,568
Staff travel and related expenses	949,208	870,866
Program related expenses	3,944,269	3,360,386
Operating expenses	6,182,069	5,964,635
Depreciation	689,697	694,270
Total expenses	36,959,326	33,986,725
CHANGE IN NET ASSETS FROM OPERATIONS	1,772,477	1,311,391
NON-OPERATING ACTIVITIES:		
Other components of net periodic post-retirement expense	(998,586)	(862,941)
Loss on disposal of assets	(145,440)	-
Investment gains, net	1,092,455	659,782
CHANGE IN NET ASSETS BEFORE OTHER CHANGES IN NET ASSETS	1,720,906	1,108,232
OTHER CHANGES IN NET ASSETS:		
Post-retirement changes other than net periodic benefit costs	387,665	(499,000)
TOTAL CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	2,108,571	609,232
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS:		
Contributions	332,634	294,078
Net assets released from restrictions	(334,747)	(299,471)
TOTAL CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS	(2,113)	(5,393)
TOTAL CHANGE IN NET ASSETS	2,106,458	603,839
NET ASSETS - beginning of year	13,840,268	13,236,429
NET ASSETS - end of year	$ 15,946,726	$ 13,840,268

The accompanying notes are an integral part of these statements.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES
FOR THE YEARS ENDED MARCH 31, 2026 AND 2025

	2026			
	Program Services	Management and General	Total	Program Services
Salaries	$ 12,420,073	$ 1,822,351	$ 14,242,424	$ 11,767,
Per capita	10,602,082	-	10,602,082	10,127,
Benefits	7,490,359	1,171,010	8,661,369	6,712,
Member meetings expense	3,043,273	-	3,043,273	2,805,
Divisional distributions	1,557,532	-	1,557,532	1,498,
Payroll taxes	1,087,463	158,395	1,245,858	1,017,
Professional fees	997,342	217,450	1,214,792	1,278,
Rent	1,156,534	32,410	1,188,944	1,075,
Union leave	973,231	-	973,231	930,
Staff transportation	930,039	19,169	949,208	840,
Employee organizational leave	900,996	-	900,996	555,
Computer fees	86,177	700,546	786,723	59,
Depreciation	558,759	130,883	689,642	562,
Advertising	579,862	48,228	628,090	374,
Affiliation dues	350,248	-	350,248	331,
COPE	334,747	-	334,747	299,
Arbitration	260,294	-	260,294	230,
Insurance	118,587	120,672	239,259	114,
Legislative	206,040	-	206,040	265,
Postage	139,983	41,090	181,073	139,
Telephone	161,177	13,169	174,346	128,
Utility	58,247	77,185	135,432	62,
Janitorial and security	103,927	24,344	128,271	102,
Reproduction	128,302	(15,424)	112,878	149,
Office supplies	48,249	62,529	110,778	46,
Contributions	109,347	-	109,347	70,
Maintenance and repair	13,565	87,678	101,243	6,
Books and reference material	97,687	2,649	100,336	89,
Training	14,336	56,865	71,201	13,
Steno and transcript fees	63,923	-	63,923	45,
Scholarships	43,500	-	43,500	46,
Temporary hires	37,403	261	37,664	98,
Minor equipment purchases	8,541	15,569	24,110	13,
Interest	-	-	-	16,
Credit loss expense	-	-	-	
Miscellaneous	692	(358)	334	1,
Total	$ 44,682,517	$ 4,786,671	$ 49,469,188	$ 41,878,

The accompanying notes are an integral part of these statements.

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NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED MARCH 31, 2026 AND 2025

	2026	2025
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	$ 2,106,458	$ 603,839
Adjustments to reconcile change in net assets to net cash flow from operating activities:		
Depreciation	689,697	694,270
Loss on disposition of property and equipment	145,440	-
Net appreciation of investments	(1,092,455)	(659,782)
Credit loss expense	-	10,000
Changes in:		
Membership dues receivable	(223,108)	(205,429)
Due from related parties and other receivables	(429,139)	(582,309)
Prepaid expenses	(133,162)	58,967
Operating leases	4,323	(2,613)
Deposits	17,689	743
Accounts payable and other accrued liabilities	189,799	(124,428)
Accrued liabilities	497,630	547,702
Employee organizational leave	136,579	220,425
Accrued vacation	40,129	124,025
Accrued postretirement benefits	1,047,352	2,115,320
Net cash flow from operating activities	2,997,232	2,800,730
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(4,663,843)	(3,974,130)
Proceeds from sale of investments	3,971,953	3,700,981
Proceeds from sale of property and equipment	-	115
Purchases of property and equipment	(742,324)	(435,509)
Net cash flow from investing activities	(1,434,214)	(708,543)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment on finance lease liabilities	(81,501)	(78,147)
Net cash flow from financing activities	(81,501)	(78,147)
CHANGE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH	1,481,517	2,014,040
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - beginning of year	13,038,462	11,024,422
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH - end of year	$ 14,519,979	$ 13,038,462
SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION		
Cash paid during the year for interest	$ 24,110	$ 16,427
CASH AND CASH EQUIVALENTS AND RESTRICTED CASH CONSIST OF THE FOLLOWING:		
Cash and cash equivalents	$ 14,433,261	$ 12,949,631
Restricted cash - COPE	86,718	88,831
	$ 14,519,979	$ 13,038,462

The accompanying notes are an integral part of these statements.

1. THE ORGANIZATION

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

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Principles of Consolidation

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

PEF leases their operating facilities from PEF Land Holding Corporation.

Use of Estimates

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

Cash and Cash Equivalents

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

Restricted Cash

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments

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

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

Receivables, net

<u>Membership Dues and Other Receivables</u>

Membership dues receivable and other receivables are stated at the unpaid balances net of allowances for credit losses based on review of all outstanding amounts on a monthly basis. The carrying amount of the receivables is reduced by an allowance for credit losses that reflects management's best estimate of the amounts that will not be collected. Management periodically evaluates the allowance for credit losses by identifying troubled accounts and by using historical experience applied to an aging of accounts. The allowance method is used for providing bad debts from receivables. Accounts are written off when management determines they are uncollectible.

A receivable is considered past due if any portion of the receivable balance is outstanding for more than 180 days. The Organization does not charge interest on any past due balances.

Due from related parties consist of amounts due from entities that share common members or from PEF members themselves, see Note 12 for additional information regarding related party receivables.

<u>Allowance for Credit Losses</u>

An allowance for credit losses is an estimate based upon historical account write-off trends, facts about the current financial condition of the debtor, forecasts of future operating results based upon current trends, and macroeconomic factors. Credit quality is monitored through the timing of payments compared to payment terms and known facts regarding the financial condition of debtors. Accounts receivable balances are charged off against the allowance for credit losses after recovery efforts have ceased.

The Organization uses historical loss information based on the aging of receivables as the basis to determine expected credit losses for receivables and believes that the composition of receivables at year-end is consistent with historical conditions as credit terms and practices and the membership base has not changed significantly. The Organization calculated the estimate for the allowance for credit losses based on an annual historical average calculation of credit loss expenses to the receivables balance at year-end.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Allowance for Credit Losses (Continued)

Changes in the allowance for credit losses for the years ended March 31, 2026 and 2025, were as follows:

	2026	2025
Beginning balance	$ 35,000	$ 25,000
Provision for credit losses	-	10,000
Ending balance	$ 35,000	$ 35,000

Property and Equipment, net

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

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

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

Revenue Recognition

Membership Dues

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

The Organization records membership dues as revenue based on the amounts collected from members. The Organization is the primary affiliation for the members.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Revenue Recognition (Continued)
A portion of the dues are payable to parent Organizations, affiliated divisions and regions, and labor councils as follows:

Divisional Distributions: Divisional Distributions represent allocations to local organizations of PEF members. Each division was allocated $37.87 and $36.77 per member up to 200 members for the years ended March 31, 2026 and 2025, respectively. For larger divisions, the distribution allocated in excess of 200 members was $30.31 and $29.43 for the years ended March 31, 2026 and 2025, respectively.

Per Capita Taxes: PEF is required to pay per capita taxes on a monthly basis to AFT and SEIU as a result of its affiliation with these organizations. Per capita taxes are presented net of the AFT constitutional rebates of $158,840 and $153,805 for the years ended March 31, 2026 and 2025, respectively.

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

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

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

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

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

	2026	2025
Contract Revenue Types		
Goods and services transferred over time	$ 49,263,980	$ 45,782,224
Goods and services transferred at a point in time	15,536	1,350
	$ 49,279,516	$ 45,783,574

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Contract Balances

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

	2026	2025	2024
Contract Assets:			
Membership dues receivable	$ 949,114	$ 726,006	$ 520,577
Due from related parties and other receivables	2,903,721	2,474,582	1,902,273
	$ 3,852,835	$ 3,200,588	$ 2,422,850

Leases

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

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

The Organization elected for all classes of underlying assets, to use the risk-free rate as the discount rate if the implicit rate in the lease contract is not readily determinable.

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

Variable lease costs paid to or on behalf of the lessor, consisting mainly of property taxes, maintenance expense and insurance, are excluded from the measurement of the ROU asset and lease liability and are expensed in the period incurred.

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

Contract with New York State

The majority of PEF's revenue is earned through dues remittances from professional, scientific and technical employees of the State of New York. An agreement was reached between the Organization and New York State formalizing a contract renewal from April 2, 2023 through April 1, 2026. Subsequent to April 1, 2023, the Organization reached a tentative agreement on a new contract expiring April 1, 2031. The contract was ratified during August 2026.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Statements of Activities and Change in Net Assets

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

Statements of Functional Expenses

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

Financial Reporting

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

- Net Assets Without Donor Restrictions are net assets that are not subject to donor imposed stipulations and are therefore available for the support of the Organization's operational activities. In addition, net assets without donor restrictions include other resources designated by the Board for specific purposes. Designations include new contract campaigns, member mobilization or political action. Any change in designations requires approval by at least three-quarters of the Executive Board.
- Net Assets With Donor Restrictions are net assets whose use by the Organization is limited by donor imposed stipulations. This category of net assets represents donor imposed restrictions that permit the Organization to use up or expend the donated assets as specified. These restrictions are satisfied either by the passage of time or by actions of the Organization. As of March 31, 2026 and 2025, net assets with donor restrictions are made up entirely of COPE contributions.

Union Agreements

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

Union	Expiration Date
United Steelworkers, AFL-CIO, CLC Local 9265	June 30, 2026

As of the date of the report, the Organization is in the process of negotiating a new agreement. It is not anticipated that the new agreement will have a material financial impact on the Organization.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Advertising Costs
The Organization expenses advertising costs as incurred. The total advertising expense for the years ended March 31, 2026 and 2025 was $628,090 and $409,763, respectively.

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

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

3. LIQUIDITY

The Organization is substantially supported by membership dues. In addition, some support is received through grants from New York State and other private organizations which do not have donor restrictions. As of March 31, 2026 and 2025, the Organization has the following financial assets available to meet cash needs for general expenditures within one year of the statement of financial position date:

	2026	2025
Financial assets:		
Cash and cash equivalents	$ 14,433,261	$ 12,943,020
Investments	17,301,543	15,517,198
Membership dues receivable	949,114	726,006
Due from related parties and other receivables, net	2,903,721	2,474,582
Total financial assets	35,587,639	31,660,806
Less: Assets unavailable for general expenditure		
Net assets designated by board	(8,545,934)	(7,948,689)
Total financial assets available to meet cash needs for general expenditures within one year	$ 27,041,705	$ 23,712,117

The Organization has $27,041,705 and $23,712,117 of financial assets available within one year of the date of the statement of financial position to meet cash needs for general expenditures as of March 31, 2026 and 2025, respectively. The membership dues receivable amounts due from related parties and other receivables, and other assets are subject to implied time restrictions, but are expected to be collected within one year.

The Organization also had Board designated net assets without donor restrictions of $8,545,934. Although the Organization's Board does not intend to release these designations, these funds are available if necessary.

4. INVESTMENTS

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

	2026	2025
U.S. Treasury notes and bills	$ 12,113,211	$ 10,986,639
Equity securities	5,138,996	4,356,657
Corporate bonds	49,336	173,902
	$ 17,301,543	$ 15,517,198

5. PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at March 31:

	2026	2025
Land	$ 165,905	$ 165,905
Building	1,846,198	1,846,198
Building improvements	3,433,040	3,439,162
Furniture, fixtures, and equipment	702,320	715,772
Automobiles	278,265	314,225
Computer equipment	1,697,237	1,856,408
Construction in progress	118,683	603,840
	8,241,648	8,941,510
Less: Accumulated depreciation	(3,983,440)	(4,590,489)
Property and equipment, net	$ 4,258,208	$ 4,351,021

Depreciation and amortization expense amounted to $689,697 and $694,270 for the years ended March 31, 2026 and 2025, respectively.

6. LEASES

The Organization leases certain office spaces under operating leases that expire between May 2027 and February 2036, however the Organization has an option to extend the leases for up to 5 years.

The Organization has a finance lease that covers various copier, print and fax equipment through October 2029, at which time title will transfer to the Organization.

The components of total lease cost are as follows for the years ended March 31:

	2026	2025
Operating lease expense	$ 946,091	$ 943,859
Variable lease expense	35,039	(28,743)
Finance lease cost:		
Amortization of the right-of-use-asset	77,934	42,575
	$ 1,059,064	$ 957,691

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

	2026	2025
Cash paid for amounts included in the measurement of leases liabilities:		
Operating cash flows from operating leases	$ 946,091	$ 943,859
Financing cash flows from finance leases	94,575	94,574
Total	$ 1,040,666	$ 1,038,433
ROU assets obtained in exchange for lease obligations:		
Operating leases	$ 1,742,118	$ -
Total	$ 1,742,118	$ -

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

	2026	2025
Weighted-average remaining lease term:		
Operating leases	6.41 years	3.24 years
Finance leases	3.55 years	4.55 years
Weighted-average discount rate:		
Operating leases	3.55%	2.49%
Finance leases	4.21%	4.21%

6. LEASES (Continued)

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

	2026	2025
Finance leases:		
Property and equipment	$ 425,746	$ 425,746
Accumulated depreciation and amortization	(198,441)	(120,508)
Right-of-use asset - finance, net	$ 227,305	$ 305,238
Current portion of finance lease liabilities	$ 84,999	$ 81,501
Finance lease liabilities, net of current portion	181,100	266,099
Total finance lease liabilities	$ 266,099	$ 347,600

Maturities of lease liabilities as of March 31, 2026 were as follows:

For The Year Ending March 31:	Operating	Finance
2027	$ 960,628	$ 94,574
2028	569,094	94,574
2029	315,174	94,575
2030	323,209	-
2031	264,122	-
Thereafter	873,550	-
Total lease payments	3,305,777	283,723
Less: Interest	(51,936)	(17,624)
Total present value of lease liabilities	3,253,841	266,099
Less: Current portion of lease liabilities	960,718	84,999
Long-term portion of lease liabilities	$ 2,293,123	$ 181,100

7. POLITICAL ACTION FUND

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

8. EMPLOYEE BENEFIT PLANS

Pension Plan Summary

Substantially all employees of PEF are eligible to participate in the Affiliates Officers and Employees Pension Plan of SEIU (the Pension Plan). The Pension Plan is a defined benefit multiemployer pension plan. Total pension expense was $2,846,642 and $2,586,896 for the years ended March 31, 2026 and 2025, respectively. These amounts are based upon a contribution rate of 21% of total eligible employee compensation. Actuarial and plan asset data relating to employees of PEF is not available.

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

The Pension Protection Act ("PPA") of 2006 was enacted as part of a comprehensive funding reform effort for multi-employer pension plans. The PPA further defined the funding rules of defined benefit pension plans and instituted certain requirements that were designed to identify and address financial problems associated with such plans. The PPA of 2006 created new funding classifications for multi-employer pension plans.

Under the PPA, plans are classified as one of the following four colors based on the plan's financial status:

Green (Safe):	A plan is generally in "safe" status if it is more than 80% funded.
Yellow (Endangered):	A plan is generally in "endangered" status if its funded percentage is less than 80% or if it has an accumulated funding deficiency for the current plan year or is projected to have an accumulated funding deficiency for any of the next six plan years.
Orange (Seriously Endangered):	A "seriously endangered" plan generally has a funded percentage of 70% or less.
Red (Critical):	A plan is generally in "critical" status if its funded percentage is less than 65% and it is not projected to improve its funded percentage over the next seven years; or, if a funding deficiency in excess of specified amounts is expected in the foreseeable future.

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

8. EMPLOYEE BENEFIT PLANS (Continued)

Pension Plan Summary (Continued)

The following table represents information about the Pension Plan as of and for the years ended March 31, 2026 and 2025, which is the most recent date for which the PPA zone status is available. The zone status is based on information received from the plan and is certified by the plan's actuary:

Pension Trust Fund	Employer Identification Number (Plan Number)	Pension Protection Act ("PPA") Certified Zone Status		FIP/RP Status Pending / Implemented	Contributions 3/31/2026	Contributions 3/31/2025	Surcharge Imposed	Expiration Date of Collective Bargaining Agreement
SEIU Affiliates Officers and Employees Pension Plan	52-0812348 (001)	Green 12/31/24	Green 12/31/23	N/A	$ 2,846,642	$ 2,586,896	N/A	6/30/2026

Defined Contribution Plans

PEF also has two defined contribution plans covering all full-time employees with 3 months of eligible service. Under the USWA plan, PEF shall make a 3% safe harbor contribution annually on behalf of each eligible employee. Under the Management Confidential plan, PEF shall make an employee matching contribution annually on behalf of each participant in an amount equal to 2% of the active participant's compensation contributed to the plan. In addition to the 2% matching contribution under the Management Confidential plan, those eligible employees covered under this plan will also receive a 3% safe harbor contribution. These amounts were negotiated in the USWA/PEF Contract and the Management Confidential benefit synopsis and approved by the Executive Board. The total retirement expense for the two defined contribution plans was $492,544 and $451,133 for the years ended March 31, 2026 and 2025, respectively.

9. ACCRUED POSTRETIREMENT BENEFITS

Retired PEF employees can convert unused sick leave to cash for the purpose of paying health insurance benefits. To be eligible, retiring employees must meet one of the three following criteria: 65 years of age and three years of service; 55 years of age and ten years of service; or age plus years of service for a combined 80 years. PEF recognizes the cost of providing postretirement health insurance benefits by estimating the accumulated postretirement benefit. It is at least reasonably possible that this significant estimate will change within the next year.

In 2004, PEF established a Retiree Premium Fund and contributed a percentage of salary to a fund dedicated to assist retirees with payment of their health insurance premiums. PEF contributed into the fund until 2011 when the contractual obligation to contribute ceased. Beginning with the contract year commencing July 1, 2019, PEF was again required to contribute a defined contribution of 1.0% of total gross compensation of the entire USWA bargaining unit into the Retiree Premium Fund for the period July 1, 2019 until June 30, 2020, and each year thereafter. The same was done for the entire Management/Confidential employee unit. As of July 1, 2023, PEF is now required to contribute a defined contribution of 4.0% of total gross compensation of the entire USWA bargaining unit into the Retiree Premium Fund for the period of July 1, 2023 until June 30, 2024, and each year thereafter. The same will be done for the entire Management/Confidential employee unit.

9. ACCRUED POSTRETIREMENT BENEFITS (Continued)

In 2024, PEF switched from a self-insurance health insurance plan to a fully insured health insurance plan, which provided an offsetting gain in the liability.

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

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

	Post-retirement Benefits	
	2026	2025
Accumulated postretirement benefit obligation:		
Benefit obligation at beginning of year	$ 18,522,777	$ 16,407,458
Service cost	1,197,050	1,317,463
Interest cost	998,581	862,941
Benefits paid	(829,815)	(645,296)
Recognition of actuarial gain	(318,464)	580,211
Benefit obligation at end of year	$ 19,570,129	$ 18,522,777
Fair value of plan net assets at end of year	-	-
Accumulated postretirement benefit obligation: in excess of plan assets	$ 19,570,129	$ 18,522,777

The net periodic postretirement health care benefit cost for the years ended March 31, 2026 and 2025 consist of the following components:

	2026	2025
Service cost	$ 1,197,050	$ 1,317,463
Interest cost	998,581	862,941
Recognized actuarial loss (gain)	69,198	-
Amortization of prior service cost	396,397	792,793
Net periodic postretirement benefit cost	$ 2,661,226	$ 2,973,197

9. ACCRUED POSTRETIREMENT BENEFITS (Continued)

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

	2026	2025
Amounts not yet recognized as components of net periodic post-retirement cost:		
Actuarial loss	$ 2,378,459	$ 2,766,124
Total unrecognized amounts	$ 2,378,459	$ 2,766,124

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

	2026	2025
Amortization of unrecognized actuarial gain	$ 2,980,928	$ 3,069,094

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

	2026	2025
Net periodic benefit cost for the year:		
Discount rate	5.45%	5.11%
Benefit obligation at year end:		
Discount rate	5.67%	5.45%

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

Changes in Actuarial Assumptions

The following changes in actuarial assumptions have been implemented for the year ended March 31, 2026:

- The trend rates were updated to an initial rate of 8.10% (7.10% for Post-65) grading to an ultimate rate of 4.00%. The select trend rates are updated to reflect the higher than anticipated rising healthcare costs environment.

- The discount rate was changed from 5.45% to 5.65%. The change in the discount rate resulted in a decrease in liabilities of approximately $223,000.

All other methods and assumptions used in the actuarial valuation of the Organization's postretirement benefit plan as of March 31, 2026 are the same as those used during the prior period.

9. ACCRUED POSTRETIREMENT BENEFITS (Continued)

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

2027	$ 877,000
2028	935,000
2029	985,000
2030	1,028,000
2031	1,115,000
2032 to 2036	6,650,000
Total	$ 11,590,000

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

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

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

	2026	2025
Divisions	$ 766,295	$ 971,381
Contract fightback	7,779,639	6,977,308
Total board designated net assets	$ 8,545,934	$ 7,948,689

Net assets with donor restrictions at March 31, 2026 and 2025 are available for the following purposes:

	2026	2025
COPE:		
Political Contributions	$ 86,718	$ 88,831

Changes in net assets with donor restrictions for the years ended March 31, 2026 and 2025 consisted of the following:

	2026	2025
COPE:		
Contributions received with donor restrictions	$ 332,634	$ 294,078
Net assets released from donor restrictions by incurring expenses satisfying the restricted purpose	$ 334,747	$ 299,471

11. COMMITMENTS AND CONTINGENCIES

Litigation

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

Supreme Court Ruling: Janus v. AFSCME

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

SEIU Obligation

As part of the Organization's agreement with the Service Employees International Union (SEIU), PEF is obligated to contribute an amount equivalent to at least $6.00 per member per year to support the overall SEIU political education and action program. If the Organization does not meet its annual fundraising obligation, it may be required to fund the deficiency plus an amount determined by the International Executive Board of SEIU. An agreement was reached between PEF and SEIU that removes PEF's obligation and penalty from prior years while PEF commits to reaching its annual COPE obligation by the end of 2026. The Organization does not believe that any financial settlement would be material.

12. RELATED ORGANIZATIONS

Public Employees Federation Membership Benefits Program (The Program)

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

PEF incurs costs on behalf of the Program, which are billed to the Program. Included in other receivables at March 31, 2026 and 2025, are receivables from the Program of $1,784,512 and $1,670,777 respectively. Included in accounts payable at March 31, 2026 and 2025 are amounts due from PEF to the Program of $32,944 and $0, respectively.

Retirees' Fund

The Retirees' Fund was established to provide various services, such as continuing insurance and seminars, to retired PEF members. This fund is outside the operations and control of PEF and is not included within the accompanying consolidated financial statements. PEF incurs various costs for payroll, benefits and office expenses on behalf of the Retirees' Fund, which it bills to the Retirees' Fund. Included in other receivables at March 31, 2026 and 2025 are receivables from the Retirees' Fund for $299,059 and $109,342, respectively. Included in accounts payable at March 31, 2026 and 2025 are amounts due from PEF to the Retirees' Fund of $3,798 and $0, respectively.

PEF Relief Fund

The PEF Relief Fund was established to provide contributions to members who are in need of assistance due to the occurrence of natural or manmade disasters. This fund is outside the operations and control of PEF and is not included within the accompanying financial statements. Included in other receivables at March 31, 2026 and 2025 are receivables from the PEF Relief Fund for $3,211 and $84,978, respectively.

13. FAIR VALUE MEASUREMENT

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

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

Equity Securities – Valued using Level 1 inputs at the quoted closing price reported on national exchanges and are available for withdrawal with one day notice.

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

Fair values of investments measured on a recurring basis at March 31, 2026 are as follows:

	Level 1	Level 2	Level 3	Total
U.S. Treasury notes and bills	$ -	$ 12,113,211	$ -	$ 12,113,211
Equity securities	5,138,996	-	-	5,138,996
Corporate bonds	-	49,336	-	49,336
	$ 5,138,996	$ 12,162,547	$ -	$ 17,301,543

Fair values of investments measured on a recurring basis at March 31, 2025 are as follows:

There were no changes to the valuation techniques during 2026 and 2025.

	Level 1	Level 2	Level 3	Total
U.S. Treasury notes and bills	$ -	$ 10,986,639	$ -	$ 10,986,639
Equity securities	4,356,657	-	-	4,356,657
Corporate Bonds	-	173,902	-	173,902
	$ 4,356,657	$ 11,160,541	$ -	$ 15,517,198

14. SUBSEQUENT EVENTS

Subsequent events have been evaluated through August 19, 2026, which is the date these consolidated financial statements were available to be issued.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule I

CONSOLIDATING STATEMENT OF FINANCIAL POSITION
MARCH 31, 2026

ASSETS	New York State Public Employees Federation	PEF Land Holding Corporation	Eliminations	Consolidated
CURRENT ASSETS:				
Cash and cash equivalents	$ 14,433,261	$ -	$ -	$ 14,433,261
Investments	17,301,543	-	-	17,301,543
Membership dues receivable	949,114	-	-	949,114
Due from related parties and other receivables, net of allowance for credit losses of $35,000 for 2026 and 2025	2,903,721	-	-	2,903,721
Prepaid expenses	698,500	-	-	698,500
Total current assets	36,286,139	-	-	36,286,139
PROPERTY AND EQUIPMENT, NET	4,091,639	166,569	-	4,258,208
OTHER ASSETS:				
Operating lease right-of-use assets	3,075,919	-	-	3,075,919
Investment in PEF Land Holding Corporation	166,569	-	(166,569)	-
Restricted cash	86,718	-	-	86,718
Deposits	304,059	-	-	304,059
Total other assets	3,633,265	-	(166,569)	3,466,696
Total assets	$ 44,011,043	$ 166,569	$ (166,569)	$ 44,011,043
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES:				
Accounts payable	$ 581,646	$ -	$ -	$ 581,646
Current portion of finance lease liability	84,999	-	-	84,999
Current portion of operating lease liabilities	960,718	-	-	960,718
Employee organizational leave	403,254	-	-	403,254
Other accrued liabilities	2,882,297	-	-	2,882,297
Accrued vacation	1,107,051	-	-	1,107,051
Total current liabilities	6,019,965	-	-	6,019,965
LONG-TERM LIABILITIES:				
Finance lease liability, net of current portion	181,100	-	-	181,100
Operating lease liabilities, net of current portion	2,293,123	-	-	2,293,123
Accrued post-retirement benefits	19,570,129	-	-	19,570,129
Total long-term liabilities	22,044,352	-	-	22,044,352
Total liabilities	28,064,317	-	-	28,064,317
NET ASSETS WITHOUT DONOR RESTRICTIONS:				
Designated by board	8,545,934	-	-	8,545,934
Post-retirement costs recognized in net assets	(2,378,459)	-	-	(2,378,459)
Undesignated	9,692,533	166,569	(166,569)	9,692,533
Total net assets without donor restrictions	15,860,008	166,569	(166,569)	15,860,008
NET ASSETS WITH DONOR RESTRICTIONS	86,718	-	-	86,718
TOTAL NET ASSETS	15,946,726	166,569	(166,569)	15,946,726
Total liabilities and net assets	$ 44,011,043	$ 166,569	$ (166,569)	$ 44,011,043

The accompanying notes are an integral part of these schedules.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY Schedule II

CONSOLIDATING STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2026

	New York State Public Employees Federation	PEF Land Holding Corporation	Eliminations	Consolidated
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:				
REVENUE, GAINS, AND OTHER SUPPORT:				
Membership dues	$ 47,757,915	$ -	$ -	$ 47,757,915
Less:				
Divisional distributions	1,557,532	-	-	1,557,532
Per capita taxes, net of rebates	10,602,082	-	-	10,602,082
Affiliation dues	350,248	-	-	350,248
Net membership dues	35,248,053	-	-	35,248,053
OTHER SUPPORT:				
Interest and dividend income	704,515	-	-	704,515
Grant income	922,770	-	-	922,770
Advertising income, net	15,536	-	-	15,536
Rental income	-	126,918	(126,918)	-
Other income	1,506,182	-	-	1,506,182
Net loss of subsidiary	(56)	-	56	-
Total other support	3,148,947	126,918	(126,862)	3,149,003
NET ASSETS RELEASED FROM RESTRICTIONS:				
Satisfaction of program restrictions	334,747	-	-	334,747
Total revenues, gains, and other support	38,731,747	126,918	(126,862)	38,731,803
EXPENSES:				
Salary and benefit expenses	25,194,083	-	-	25,194,083
Staff travel and related expenses	949,208	-	-	949,208
Program related expenses	3,944,269	-	-	3,944,269
Operating expenses	6,182,069	126,918	(126,918)	6,182,069
Depreciation	689,641	56	-	689,697
Total expenses	36,959,270	126,974	(126,918)	36,959,326
CHANGES IN NET ASSETS FROM OPERATIONS	1,772,477	(56)	56	1,772,477
NON-OPERATING EXPENSES:				
Other components of net periodic post-retirement expense	(998,586)	-	-	(998,586)
Loss on disposal of assets	(145,440)	-	-	(145,440)
Investment gains, net	1,092,455	-	-	1,092,455
CHANGE IN NET ASSETS BEFORE OTHER CHANGES IN NET ASSETS	1,720,906	(56)	56	1,720,906
OTHER CHANGES IN NET ASSETS:				
Post-retirement charges other than net periodic benefit costs	387,665	-	-	387,665
TOTAL CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	2,108,571	(56)	56	2,108,571
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS				
Contributions	332,634	-	-	332,634
Net assets released from restrictions	(334,747)	-	-	(334,747)
TOTAL CHANGE IN NET ASSETS WITH DONOR RESTRICTIONS	(2,113)	-	-	(2,113)
TOTAL CHANGE IN NET ASSETS	2,106,458	(56)	56	2,106,458
NET ASSETS - beginning of year	13,840,268	166,625	(166,625)	13,840,268
NET ASSETS - end of year	$ 15,946,726	$ 166,569	$ (166,569)	$ 15,946,726

The accompanying notes are an integral part of these schedules.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule III

CONSOLIDATED SCHEDULE OF EXPENSES
FOR THE YEARS ENDED MARCH 31, 2026 AND 2025

	2026	2025
SALARY AND BENEFIT EXPENSES:		
Salaries	$ 14,242,423	$ 13,329,429
Health insurance	5,047,502	4,352,102
Pension expense	2,846,642	2,586,896
Payroll taxes	1,245,857	1,159,575
Union leave	973,231	930,870
401(k) plan	492,544	451,133
Term life insurance	159,155	144,503
Tuition reimbursement	71,201	28,604
Long-term disability	56,499	54,801
Dependent care	54,973	55,200
Legal plan	4,056	3,455
Total salary and benefit expenses	$ 25,194,083	$ 23,096,568
STAFF TRAVEL AND RELATED BENEFITS:		
Automobile expense	$ 300,921	$ 295,534
Staff travel	648,287	575,332
Total staff travel and related benefits	$ 949,208	$ 870,866
PROGRAM RELATED EXPENSES:		
Employee organizational leave	$ 900,996	$ 555,126
Program related travel	3,043,273	2,805,260
Total program related expenses	$ 3,944,269	$ 3,360,386

The accompanying notes are an integral part of these schedules.

NEW YORK STATE PUBLIC EMPLOYEES FEDERATION AND SUBSIDIARY

Schedule IV

CONSOLIDATED STATEMENTS OF OPERATING EXPENSES
FOR THE YEARS ENDED MARCH 31, 2026 AND 2025

	2026	2025
OPERATING EXPENSES:		
Professional and consultant fees	$ 1,214,792	$ 1,436,899
Office rent and parking	1,153,906	1,136,854
Computer fees	786,722	630,718
Advertising	628,090	409,763
COPE expense	334,747	299,471
Arbitration	260,294	230,917
Insurance	239,259	226,496
Political and associated contributions	206,040	265,115
Postage	181,074	186,812
Telephone and communications	174,346	179,442
Utilities	135,432	121,423
Janitorial	128,270	120,823
Office supplies	110,777	126,249
Charitable and other contributions	109,347	70,268
Maintenance and repairs	101,243	85,463
Books and reference material	100,337	90,338
Printing	68,437	74,238
Steno and transcript fees	63,923	45,070
Scholarships	43,500	46,100
Outside temporary hires	37,664	105,697
Real estate taxes	35,039	(28,743)
Reproduction	31,368	30,970
Minor equipment purchases	24,111	26,820
Interest expense	13,073	16,427
Credit loss expense	-	10,000
Miscellaneous	278	21,005
	$ 6,182,069	$ 5,964,635

The accompanying notes are an integral part of these schedules.

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48th Annual Convention Delegate Information

NIAGARA FALLS, NEW YORK | OCTOBER 18–21, 2026

2026 Convention Delegate List

NAME	REG.	DIV.	TITLE
RETIREE REP			
ROBERT H HARMS	08		
AGRICUL MARKETS			
GREGORY DEIULIO	08	275	F
VICTOR F DIGIACOMO JR	01	275	B
CHELSEY GAUNAY	08	275	P
KAREN J TAYLOR	08	275	F
CHAD WALL	02	275	D
AUDIT CONTROL			
DANIELLE K BRIDGER	08	263	P
KAITLIN E CALDWELL	08	263	P
MATTHEW P COLANGELO	09	263	P
TROY DECKER	05	263	P
CATHERINE DELL'ANGELO	08	263	K
TAIMA N GIVENS	08	263	P
KIMBERLY M GOERLICH	03	263	P
BRANDON L HILL	08	263	S
SHAIMI JACOB	10	288	K
DANIELLE D KILMER	08	263	F
THERESA A LENT	08	263	K
SYLVIA MLYNARSKA	08	263	P
RAYMOND M MOROZ	08	263	K
KELLY A NADEAU	08	263	P
ALYSSA NOEL	08	263	P
ALBERT PASSINEAU	08	263	K
JOSEPH PEARSON	08	263	K
JAMES E RAPPAPORT	08	263	P
ADAM M WARRENCHAK	08	263	P
KEVIN WHITEHEAD	08	263	K
DANIELLE M WILLIAMS	08	263	K
DANIEL J WINKLER	03	263	P
MAEVE K WOOD	08	263	P
CORRL SRVCS M/O			
ANNITRA M BUTLER	08	229	H
CHICQUITA MCCOVERY	09	229	E
TANYA OLIVER	08	229	C
YOLANDA PITTMAN	08	236	J
DEPT OF FINANCIAL SERVICES			
UMME AYMAN	10	415	P
GILBERT W DENTON	10	415	P
HESHAM M EL MELIGY	10	415	P
YASSER M EL SHATSHAT	10	415	P
SERGEY K GARANIN	10	415	P
OCTAVIA S JOSEPH	10	415	U
FRANCIS J MCINTYRE	10	415	P
JIMMIE NEWSOME	10	415	U
LORRAINE C RATCHFORD	10	415	P
YVONNE M TOWASSER	10	415	C
ODESSA			
N WALDRON-FRANCIS	10	415	P
MARCIA E WEBSTER	10	415	P
CLIVELL R WILSON	10	415	P
DOCCS AUBURN COR FAC			
DONNA E DITULLIO	04	299	C
DOCCS BEDFRD HILL COR FAC			
ANITHA CHERIAN	09	353	P
DOCCS CAPE VINCEN COR FAC			
LORI A GREENIZEN	04	367	H
DOCCS COLLINS COR FAC			
SHAUN M WENTLAND	01	340	C
THOMAS W YEATES	01	340	C
DOCCS COMMUNITY SUPERVISION			
CATHERINE ADAMS	11	236	J
SEAN C ASHBY	04	236	J

NAME	REG.	DIV.	TITLE
CANDACE M BLANEY	11	236	J
GABRIELA E FRANKLYN	09	236	J
ROBERT D HODSON	04	236	J
NAJIEB ISAAC	10	236	J
EBONY N JONES	10	236	J
GINA LOPEZ	03	236	J
DANIEL MILLER	02	236	J
RENEE L REID	11	236	J
ALISON M RISSING	09	236	J
WAYNE SPENCE	12	236	J
VIKKY M URENA	11	236	J
ANTHONY ZACCONE	10	236	J
DOCCS ELMIRA CNTR COR FAC			
MICHAEL L CRIPPEN	02	222	C
ROBERT D LORDEN	02	222	C
DOCCS FISHKILL COR FAC			
IFEOMA O AWAKA	09	310	A
LAURA M CLOIDT	09	310	C
GEORGE R GILLEO	09	310	C
DOCCS FRANKLIN COR FAC			
MARISSA S WELLS	07	361	A
DOCCS GROVELAND COR FAC			
ANNE K JORDAN	03	324	H
DOCCS HALE CREEK ASAC			
DAVID P DOWNING	06	390	H
DOCCS LAKEVIEW COR FAC			
REBECCA RUSSELL	01	378	S
DOCCS MARCY COR FAC			
LINDSAY M BONANZA	06	375	C
DANIEL C WHEELER	06	375	P
DOCCS MID-STATE COR FAC			
JONATHAN M BROWN	06	338	H
PATRICIA			
L PIERCE-DEGRAW	06	338	C
DOCCS MOHAWK COR FAC			
CHRISTOPHER			
G DUNHAM	06	379	A
BRIAN J MATT	06	379	A
DOCCS RIVERVIEW COR FAC			
GARY EDWARDS	07	368	N
DOCCS SING SING COR FAC			
TAMBOURA LITTLE	09	323	H
DOCCS TACONIC COR FAC			
ANDREW J SVRCEK	09	271	C
DOCCS UPSTATE COR FAC			
JESSICA L GILMORE	07	400	C
DAVID J MOSIER	07	400	C
DOT MAIN OFFICE			
RUFUS S BANKS	08	177	B
NIKITA BARRITEAU	08	177	B
MING CHEN	08	177	B
SHINGSUN CHIU	08	177	B
ROGER A GORDON	08	177	B
BRUNO HEITZMAN	08	177	B
CHLOE NAUMAN	08	177	K
ERIC L OPHARDT	08	177	B
GUSTAVO SANTOS	08	177	O
DIEGO			
V SANTOS PERALTA	08	177	B
LISA A SNYDER	08	177	F
SAM TIMES	08	177	P
PHILLIP TORRES	11	214	M
DOT REGION 10			
MICHAEL E BROWER	12	170	B

NAME	REG.	DIV.	TITLE
SHAVAR			
GRANT-MCKINLEY	12	170	B
ANTHONY A IAQUINTA	12	170	B
GREGORY E JO	12	170	B
WILLIAM G PIKE	12	170	B
JOHN RAZULIS	12	170	B
BRADLEY M SABO	12	170	B
CORINNE TESTA	12	170	B
DOT REGION 11			
COFFY E ANDREWS-GUO	11	214	B
MAMADOU S DIALLO	11	214	B
GEORGE E KAUFER	11	214	B
AZMAL A KHAN	11	214	B
WIENER NIVOSE	11	214	B
BABU THOMAS	11	214	B
DOT REGION 3			
RICHARD D STEVENS	04	256	B
SCOTT A WENDT	04	256	B
DOT REGION 4			
ROBERT D GORKA II	03	284	B
BRADLEY J GRAVINO	03	284	B
EILEEN M LAWLER	03	284	B
LAURA K RICHERT	03	284	B
CLINT A RULLO	03	284	B
DOT REGION 5			
MATTHEW S BALLING	01	219	B
BRITTANY R DUDEK	01	219	B
MOEEZ KAIF	01	219	B
KATELYN LAISTNER	01	219	B
ELIZABETH A PASNIK	01	219	B
SHARON J ROBINSON	01	219	B
TODD J TERECH	01	219	B
DOT REGION 6			
KATHLEEN BAILEY	02	175	B
MARTY JACKSON	02	175	B
CHRISTOPHER J JORDAN	02	175	B
JOHN L WALMSLEY	02	175	B
DOT REGION 7			
DERRICK J KEHOE	04	247	B
CANDACE M KIBE	04	247	B
JULIAN D KUCHARSKI	04	247	B
DOT REGION 8			
CARLY FITZ-HENLEY	09	172	B
JESSICA SCHRUFER	09	172	B
DOT REGION 9			
BRIAN A DECKER	05	227	B
CAMERON A EATON	05	227	B
CHRISTINE E KLEIN	05	227	B
SUSAN PITELY	05	227	S
MARCO V SIGNORELLI	05	227	B
ECONOMIC DEVEL			
LONNIE M BARON	10	262	S
WILLIAM D FERGUSON	07	262	O
DYNE LEE	10	262	P
ED HGR ED SRVCS			
MICHAEL A KING	08	355	P
KRISTINA TEREBURKE	08	355	K
ED ROME DEAF			
CARMEN APONTE-HALL	06	206	E
EDUC MAIN OFFCE			
VICTORIA E ANDERSON	10	349	C
JANICE			
R ANDERSON-SMALL	11	376	N
WEBSTER BALLARD	10	376	N

NAME	REG.	DIV.	TITLE
MATTHEW L BENSON	08	194	K
JAMES G BRANDOW	08	194	C
MARIO S CESAREO	08	194	C
ROBERT L DAVIES JR	04	230	N
KIMBERLY A DINUZZO	08	194	C
MICKEY M DOBBIN	08	194	Q
NIK J EAMES	08	194	C
TANA-MARIE EDGERTON	04	230	N
VIVIAN FALTO	11	349	C
SARAH U FLETCHER			
HIRASAWA BRAUER	08	194	K
ASHLEIGH A FRALEY	08	194	C
CARLOS J GARCIA	08	194	C
TAISHON J GRAHAM	10	376	O
CRAIG R GRAVINA	08	194	Q
GINA M HANDY	08	194	C
CAROLE I JARVIE	03	372	N
ELIZABETH M KARALAK	09	194	C
MICHAEL LENIG	01	349	M
TOR J LONEY	08	194	C
ELYSE A LOUGHLIN	08	194	C
AUDREY MYERS	12	376	K
AARON NOBLE	08	194	Q
CAITLIN M OHLSON	08	194	P
STEPHEN R PIZZUTO	01	215	N
ANGELINA RODRIGUEZ	11	376	K
STEPHANIE SAUNDERS	08	194	C
AUBREY			
M SEPPA-HODGKINS	08	194	C
LISA M SERAFINI-ALONZI	08	194	C
WALLACE WINSTON JR	09	230	K
ELMIRA CHILD SV			
KAYLEE E COMFORT	02	223	C
ENVIR CONS M/O			
KEITH A BROWNE	09	169	B
TODD M CAFFOE	03	169	B
ERIN M DONHAUSER	07	169	B
FITZGERALD			
G DRUMMOND	08	169	Q
JUSTIN A FALLS	11	169	Q
BRUCE C GIDDINGS	08	169	B
DANIEL M HART	08	169	G
JOSHUA			
L HEUVEL HORWITZ	12	385	B
ABIGAIL B JOHNSON	02	169	B
ASEEM KUMAR	08	169	B
ERIK J LATREMORE	04	169	Q
DOUGLAS MACNEAL	08	169	B
MEGHAN K MEDWID	08	169	B
MATTHEW J POLIZZOTTI	08	169	B
JESSIE B SANGSTER	07	169	B
KERRIE M SWARTZ	01	169	B
RACHEL H SYSAK	12	385	Q
RYAN J TOMKO	01	169	B
FALON TREIS	08	169	B
LIJO J VARGHESE	12	385	B
BRIAN D WEEKS	09	169	B
KALEB N WINTERS	08	169	B
CATHERINE G WINTERS	08	169	B
JAMES R WOODS	08	169	B
EX ALCO BEV CON			
JUAN C HERRERA	10	171	C
EX DIV HUMAN RT			
MATTHEW S MACKEY	08	329	S
LAWRENCE J MAGARAM	11	329	S

2026 Convention Delegate List

NAME	REG.	DIV.	TITLE
JEANNE L ORTIZ	10	329	S
CASILDA			
E ROPER-SIMPSON	10	329	G
EX HSG&CMTY RNL			
NAOMI GEWIRTZMAN	10	168	S
CHARLENE R IRYSHE	01	168	S
EX OFF GEN SERV			
GEORGE T BALINDA	08	179	B
SHOW BAMBA	08	179	B
SHELIA V COLEMAN			
WILLINGHAM	08	179	P
GLORIA FUNG	08	179	B
BE HA	08	179	B
MOHAMMAD E HAQUE	08	179	B
ERIC R HASKINS	08	179	B
DEVAN JACKSON-MULE	08	179	B
DANIELLE R MURPHY	08	179	S
BRANDON P STANFIELD	08	179	B
RICHARD E VEHLOW	08	179	B
EX VETERANS AFF			
KRISTINE C GARDNER	02	325	E
JOSEPH R MOYNIHAN	01	325	E
H VET HOME BATV			
CORTNEY EDWARDS	03	307	E
HEALTH MAIN OFF			
MARIE C AFFRIANY	10	199	A
LINDA J BAKER	08	205	E
ERIKA L BAKER	08	205	D
SUSAN BILLI	12	317	A
IDELE BISSERETH	10	199	A
MARIE S BOYER	12	317	A
STEVEN M BROOKS	08	205	D
MICHELLE J CAMPBELL	08	205	P
SHANNON CIRULNICK	02	307	U
MARGARET A DOBBINS	04	312	A
RODNEY DOBERT	08	205	D
MICHAEL A DREIBELBIS	08	205	D
ANGELA M FABIANI	08	205	P
KENNETH FERRO	08	205	P
SHERI M FRIEDBERG	10	199	D
MYRON R GETMAN	08	205	Q
MARLENE F GRIMSHAW	08	205	D
BRENDA J JACKSON	04	312	A
KIMBERLY A JENSEN	08	205	E
ROBERT A JORDAN	08	205	U
KURT F JOSEPH	12	317	B
ANDREW S KALTER	09	291	B
CARRIE S KANE	04	312	D
RICHARD P KAPPES	08	205	P
TRACY KNOTT	08	205	E
JESSICA A KUMAR	08	205	D
CRYSTAL LIDDLE	08	205	E
ALICIA C LORD	10	199	M
TRACY L MANN	08	205	D
JOSEPH W MOSSEAU	08	205	P
CHELSEA R NASH	08	205	E
TANIA R TINLEY	08	205	D
SARAH S WILFRED	04	312	D
HOMELAND SECURITY			
JOHN R AZIZ	12	179	S
KEVIN D CLAPP	08	179	F
MEDLY POMPEE	10	179	P
HSC BRKLN P/R			
AVALON T ADAMS	11	198	A
KERBY Y DESMORNES	11	198	A
GRACE A FELIX	11	198	A
IVY R LEE	11	198	A
HANEEFAH MUHAMMAD	11	198	A
JOAN P ROSEGREEN	11	198	A
CYNTHIA WALKER	11	198	A
HSC SYR HOSP PR			
RACHEL M AMODIO-KOPP	04	320	A
SHAYLA BRECKHEIMER	04	320	A
MICHAEL H CZERNIAK	04	320	A
JESSICA DEMAINTENON	04	320	A
CAROLINE M GUSTKE	04	320	A
JUANITA S HICKS	04	320	A
KARI HOLBROOK	04	320	A
BRITTANY M LACIK	04	320	A
TAYLOR B LUKINS	04	320	A
ANITA B MCCONNELL	04	320	A
KYLAH A MCGARRY	04	320	A
TANYA M MERCURIO	04	320	A
BRENDA L ONDERKO	04	320	A
DAVID J PUTERBAUGH	04	320	A
JOANNA M SPANO	04	320	A
STEPHANIE L WERDANN	04	320	A
HUTCHS CHILD SV			
TERRI L BUSBY	04	301	C
GINA M CORONA	04	301	E
DAURYNE M METZ	04	301	C
JUSTICE CENTER			
CHRISTINE E ADAMS	08	232	K
MEGAN P DOLAN	08	232	E
KERRY A ELAM	08	232	E
CHARIESSE			
J MCDERMOTT	08	232	E
LABOR			
SCARLETT S AHMED	11	245	O
SANDRA M ARANIVA	08	202	U
JAMES M BEPKO	06	217	O
JOHANNA A CABRERA	08	202	U
LAURA CIOFFI	08	202	O
JENNIFER L CLAPHAM	08	202	O
WILLIAM			
H CLINGERSMITH	03	278	S
JAMIYLA CODY-WORRELL	09	286	O
SANDY DARBY-ROBERTS	11	245	N
QUINCLEN A DAVIS	01	221	O
TINA M DAWSON	08	202	O
DOMINICK J DIFULVIO	05	281	G
CHRISA M DUNHAM	05	281	S
KIM K EHLERS	08	202	O
ANGELICA			
ESPIRITUSANTO	08	202	S
CARYN F FELDMAN	12	200	O
JESUS A FERNANDEZ	12	200	O
LISA A FITZPATRICK	05	281	O
MATTHEW FLYNN	07	273	O
CINDY FRANQUI	11	245	P
MARCIA GATES	02	359	O
RHONDA GREENSLADE	10	245	O
MICHELLE C HART	11	245	O
SCOTT K HEKTOR	05	281	O
MARIA D HERNANDEZ	08	202	S
BARBARA A HOLTZMAN	09	286	O
ROY A JEWELL	04	264	O
LAURIE A KAIL	08	202	G
JONATHAN M KORTA	01	221	O
MICHAEL LASCH	08	202	M
MICHELE E LASSI	11	245	O
DEBRA P LINDSTADT	12	200	O
DANIEL F MCCORMACK	09	286	M
TANYA M NELSON	11	245	O
RICARDO O PHIPPS	08	202	S
STACY PORTNOY	11	245	R
RENEE PRINGLE	08	202	O
SEAN RALEIGH	08	202	P
JESSICA L RAMSEY	05	281	O
TINA L RINGO	03	278	U
ERIK RUIZ	10	245	O
BRIAN SILVA	08	202	M
EVETTE M SPENCER	01	221	O
RYAN L TREVAS	03	278	O
JESSICA E VERHOFF	08	202	O
RODRIGO			
R VILCA SUAREZ	08	202	O
SARUDZAI C ZVOMA	08	202	O
LAW			
CHARMAINE G BLAKE	10	351	G
TIMOTHY J BOPP	08	187	K
CRYSTAL R COMBS	10	351	J
ALAN FISH	08	187	K
TAMARA C MARTIN	10	351	G
JOHN NICOTINA	08	187	K
CHAD SHELMIDINE	04	187	J
DAVID STERN	08	187	K
MH BING PSY CTR			
ANGELA M REH	05	208	N
AMANDA M RULAND	05	208	H
LYDIA VELEZ	05	208	H
MH BRONX PSY CT			
JOHN F BROWN	10	213	D
CLEOPATRA GERARDINO	10	213	D
VENICIO MOJICA JR	10	213	A
LETICIA RIVERA	10	213	D
CHRISTINE A SMITH	10	213	D
IKPONMWOSA			
UHUNMWANGHO	10	213	A
MH BUFLO PSY CT			
PRIMITIVO AFRICA	01	180	D
SCOTT A BALSANO	01	180	H
VINCENT A CICATELLO	01	180	A
ALEXANDRE			
Z DONASCIMENTO	01	180	U
MICHAEL K GALLIVAN	01	180	H
MICHELE M HALBERT	01	180	E
RICHARD L LISMAN	01	180	A
KAYLA N MOOTRY	01	180	C
MH CAP DST P CT			
TELIA M STANFIELD	08	231	A
MH CNTRL NY P C			
ASHLEY M ACOSTA	08	231	E
SHAUN T DEPASQUALE	06	344	N
KRYSTAL L HODGE	06	344	D
MINDY E KING	02	222	E
TIMOTHY LEBLANC	06	344	E
SARAH F PALMER	02	222	A
KRISTY M PEARSON	09	310	E
PATRICIA K SESSIONS	09	310	E
JOSEPHINE A SLIFKA	06	344	A
LISA M VELAZQUEZ	09	323	E
MINDY L WEBER	02	222	E
MH CREEDMR P CT			
ALBERT FAMULARO	11	241	E
MARTINE LAMOUR	11	241	N
YUCHUN POON	11	241	E
DARLYNE RICHARDSON	11	241	D
MICHELE ROSELLO	11	241	E
ELSA TARTT	11	241	D
EDUARDO A VARGAS	11	241	E
ELAINE S VASILOPOULOS	11	241	E
JENNIFER WHITEHEAD	11	241	D
MH ELMIRA PSY C			
JENNIFER L JACKSON	02	223	N
HILLARY M MILLERD	02	223	A
MH HUTCHINGS PC			
TINA M MARA	04	301	P
LARISSA D SWIRSKI	04	301	H
MH KNGBR PY CT			
COLLEEN GALY	11	252	H
BERNADETTE OCONNOR	11	252	H
MH KRBY PSY CNT			
NICOLE M MORRISON	10	267	E
MH MAIN OFFICE			
RUDY A ARIAS	08	392	D
JOSHUA BAKER	08	392	P
DOROTA A KEARNEY	08	392	D
CARMELA M TRIOLO	08	392	P
ANDRIA M WEISS	10	267	D
MH MANHATN P CT			
HAROLD E BREWSTER	10	267	D
MH MHWK VAL P C			
RAMONA GASSMANN	06	183	N
MARY M KRUKONIS	06	183	A
MH MID HDSN P C			
MELINDA E DELAZAR	09	274	D
MARIE C DENIS	09	274	A
JODIE A GEWING	09	274	D
ALICE A SMITH	09	274	N
MH NAT KLN INST			
BINDU R PATEL	09	235	Q
PHILIP H STAVRIDES	09	235	Q
MH PILGRIM P CT			
STACY BRYANT-SIMMONS	12	233	E
CHRISTOPHER J DAMIANI	12	233	D
DEXTER DELROSARIO	12	233	A
TIMOTHY W DODD	12	233	A
IVAN L GIANNOU	12	233	A
DIANE LOPEZ	12	233	A
CAROLYN RAMHARACK	12	233	A
MICHAEL A SALZILLO	12	233	A
SABRINA F SANTOS	12	233	A
SHAKIL ZUBAIR	12	233	D
MH RCK PC C YTH			
ZELMA M DENNIS	09	235	A
GEETA TRIPATHI	09	235	A
MH ROCH PSY CTR			
RAYMOND KENT	03	283	C
JOSHUA REDMAN	03	283	A
NICOLE C TARSON	03	283	N
WELLS WICKWIRE	03	283	E
KIMBERLY WINKELMAN	03	283	N
MH ROCKLAND P C			
CARL ANKRAH	09	235	A
VIJU T CHACKO	09	235	A
MICHELLE L GOSCINSKY	09	235	E
CHRISTINA HAGGARTY	09	235	A
PRIYA JOSE	09	235	A
EVE			
MCCORMICK-MILLARD	09	235	E
VLADIMIR RYABENKOV	09	235	A
CARMELINE J TORCHON	09	235	A
BEATRICE YONLY	09	235	E
MH S BEACH CNTR			
PETER GORGOGLIONE	11	253	A
LAURA LOEWENTHAL	11	253	D
ROBERT MILLER	11	253	E
SHAQUANA F PERRY	11	253	H
MICHAEL PREMUS	11	253	D
MH ST LAW PSY C			
LESLIE A MILLS	07	249	D
JENNIFER A SHAVER	07	249	A
STACI L SMITH	07	249	C
MH WASH HTS UN			
HERLANDE			
PENN DURANDISSE	10	254	A
DARLENE WILLIAMS	10	254	J
MHK VLY C YTH			
SHEVAUN E ABBOTT	06	183	H
MOTOR VEHICLES			
HEIDI A BAZICKI	08	211	G
PATRICIA A BURKE	08	211	B
ASHLEY M HOLT	11	255	P
AUNDRA D JOHNSON	06	166	P
LINDA JOHNSON	09	255	R
MICHAEL LENT	10	255	R
SHENEQUA E ROBERTS	08	211	P
NYC CHILDRENS CENTER			
INDERMATTIE BALKARAN	11	188	C
SOL COLON	10	213	H
DANIELA SCAGLUISO	11	252	A
LAUREN E WILLIAMS	11	188	A
NYS CANAL CORP.			
MELANIE DODGE	04	504	U
JUSTIN J PRZEPASNIAK	04	504	U
NYS GAMING COMMISSION			
TORRINA K ADAMS	08	332	P
RANBIR KUMAR	11	332	P
JOSEPH ZICCARDI	01	332	P
OASAS MAIN OFF			
JANIRA BIGIO	10	314	J
MELANY R BRADSHAW	08	265	J
BARBARA J FAHEY	08	265	J
SOPHIA FAVELUS	08	265	J
JOSEPH M SWEET	08	265	J
OASAS TRMT CTRS			
LAKISHA C ALVEREST	09	279	A
JOHN G FORRESTER	11	326	J
SONJI JACKSON	09	279	J
KELLY M LAME	03	411	J
OF CHILD FAM SV			
TRAVIS L COLEY	03	414	C
DEBORA			
DEBELL-DONOHUE	08	234	E
ROSS M DORSEY	05	391	C
WENDY L FANTAUZZO	03	414	A
SANDRA M GREENE	08	234	E
FATMATA P HILTON	08	234	E
JULIE HINTZ	08	234	E
CORY L JACKSON	03	414	C
EBOU A JALLOW	01	337	E
ROBIN JONES	08	234	E
BELINDA M LOPEZ	08	234	E
LISE K MALONEY	08	234	E
ROBIN M MATTHEWS	10	191	E
ANTONIA			
L MEDRANO-BOULDIN	01	337	E
DONALD D OSHEA	09	270	C
PETER J PADILLA	01	337	E
RHONDA L PIERRE	08	234	E

2026 Convention Delegate List

NAME	REG.	DIV.	TITLE
DEBORAH			
A POYDOCK-WHIPPLE	01	337	E
SHARON P SAMUELS	11	352	C
RONALD L SIMMONS	08	234	E
YOLANDA SMITH	12	352	C
JOSEPH P STEIN	05	391	D
ZACHARY J SWIFT	08	234	E
DAVID TAKOR	08	234	E
VERONICA V WARREN	08	234	E
WILLIAM YOUBERG	12	191	N
OF TEMP DI ASSI			
CHUKWUDUZIEM AJOKU	10	191	S
CARL E ANDERSON	10	192	D
LESLIE APACIBLE	05	399	M
DAMIAN AROCHUKWU	10	191	S
PAMELA G AUGUST	08	234	E
SARAH I BETANCOHURT	08	234	G
KRYSTLE CALLARI	01	369	M
SHARON V DESILVA	08	234	G
DARCEY M GATTO	08	234	G
GERMAINE GRECO	10	192	M
ROBIN L JOHNSON	08	234	G
NYSSA J KREPLIN	08	234	G
OMOTAYO O KUKU	10	373	U
PETER MAURER	03	360	E
KEITH A MCCABE	05	399	M
MATTHEW B MORRIS	08	234	N
MATTHEW L NIRELLI	01	369	M
JENNIFER J NYE	08	234	E
PHILLIP PLESSAS III	08	234	N
JILL E POELLER	01	369	M
SALLY A PREMO	08	234	E
JUSTIN RISING	08	234	E
MARTIN J ROBINSON	08	234	E
DANIEL S SCHWARTZ	10	192	D
SCOTT STAUB	05	399	M
HOLLIE M WALSH	05	399	M
LISA A WINSLOW	08	234	G
DIANE YADLOSKY	05	399	M
OFC MDICAID INSP GEN			
BRYAN B ARIAS	09	191	D
AUSTIN P LAZZARA	01	220	D
JOHN R MCCARTHY	08	205	D
MATTHEW S MYERS	08	205	D
OFF OF INFO TECH SRVCS			
YASSER ABBADY	10	357	K
SOHAIL AHMAD	10	357	C
MAMADOU A BALDE	08	357	K
PATTI A BAURLE	08	357	K
NUDSARA BELL	08	357	K
ADRIENNE BEST	08	357	K
DANA BLAIR	08	357	K
MATTHEW			
M BROCKBANK	08	357	K
RYAN BROWN	08	357	K
WYATT BUSHMAN	08	357	K
NATIEA CANNON	11	357	K
MARIO CHIARELLO	08	357	K
GILLIAN G CONOVER	08	357	K
DAVID CORDONE	08	357	K
HEATHER L CRAVEN	08	357	K
PUVIARASU			
DAKSHINAMURTHY	08	357	S
BISWAJIT DATTA	08	357	K
HIMANSHU			
R DHAMDHERE	08	357	K
CHRISTOPHER J FORD	08	357	K
JOSHUA P GORMAN	08	357	K
TERRY M GUTHRIE	11	357	K
ALAMGIR A HAQUE	10	357	K
TECHELLE L HILDRETH	03	357	K
LUCIA E HOFFMAN	08	357	K
GEORGE H HOWARD	11	357	K
JOSEPH C IZZO	08	357	K
NERYS			
JIMENEZ PICHARDO	08	357	K
RITA C JORDAN	08	357	K
NOURHAN			
KHALED FARGHALY	08	357	K
ADRIENNE KIRKLAND	10	357	K
MITHILESH KUMAR	08	357	S
PRAKASH LAL	08	357	K
ANTHONY J LAPOINTE	08	357	K
SARAH K LATORACO	08	357	K
CHIU H LEUNG	11	357	K
ELIZABETH M LIGHT	08	357	K
SAMUEL C LYNCH	08	357	K
MEREDITH A MARTIN	08	357	K
HENRY K MATALA	08	357	K
REGINA D MCDONALD	11	357	K
MEGAN MCLEAN	10	357	K
ANDREW J MICHELA	08	357	K
AKHILA MOOGALA	08	357	K
SHANNON N MORTON	01	357	K
ELAINE PETERS-GUTHRIE	10	357	K
ALEC J PRICE	08	357	K
KUSHENDRA RAMRUP	08	357	K
CLAUDIA A REIHS	08	357	K
BRANDON RICHARDS	08	357	K
EARL RICKETTS	08	357	K
JEAN A SALERNO	11	357	K
MAMADOU SECK	10	357	K
BINOD P SHAH	08	357	K
DANIELLE K SHAIN	08	357	K
SRINIVASAN			
SHENBAGAM	08	357	S
JEFFREY SMITH	08	357	K
QUAASIA SMITH	08	357	U
KELLEY SMITH	08	357	K
REISSA L SOOKRAJ	08	357	K
LAURA D STEWART	10	357	K
JHONATHAN D TERRERO	08	357	K
ION TIMOTIN	08	357	S
NAGA J TONANGI	08	357	K
RUBIN VARGHESE	08	357	K
SAM S WIN	08	357	K
AARON G YOUKET	02	357	K
EDWARD F YOUKET	05	357	K
OFFICE OF CANNABIS MANAGEMENT			
VALERIE J RYAN	08	412	F
MARK E TENNYSON	08	412	K
OPWDD BERN FINE DDSO			
GWENDOLYN			
J CULPEPPER	11	207	H
NOEMI SEABROOK	11	207	C
KAYA F WYNTER	11	207	A
OPWDD BROOKLYN DDSO			
KADINE CLEMENT	11	244	S
NAIMA D READY	11	244	S
OPWDD BROOME DDSO			
DENISE BAILEY	05	197	H
SHERRY L HANSON	05	197	A
FRANKA C OFFORD	05	197	C
MATTHEW S ROLLEY	05	403	N
OPWDD CAP DIST DDSO			
ANNETTE M ABARE	08	251	C
JENNIFER M ANTAL	08	251	U
STACY M MOREY	08	251	D
OPWDD CENTRAL NY DDSO			
SHANNON M BOYCE	04	304	C
NICOLE L FRANK	04	304	A
JACKLYN HOPKINS	06	189	D
VICTORIA C MAUNDER	04	304	C
MONICA G MOORE	04	304	E
MEGAN R OTIS	06	189	U
KEVIN A ROBENOLT	04	304	S
NICOLE J STURTEVANT	06	189	N
ANTHONY M THOMAS	06	189	U
OPWDD FINGER LAK DDSO			
LEISA ABRAHAM	03	246	D
BETH S AMODIO	03	259	C
ERIN L BRINK	03	246	C
KRISTIE CHATTERTON	03	259	A
JENNIFER J DAVIS	02	201	A
RANDI L DIANTONIO	03	259	E
JOSE A MORALES	03	246	C
ELIZABETH H MURRAY	02	201	A
ANNE M PARRY	03	259	E
GREGORY SALAMIDA	03	246	D
CHERIE J STEVENS	03	259	A
TAMI D VANSICKLE	03	201	C
JEREMY C WHITE	03	246	C
SHELBY A WISNESKI	02	201	S
OPWDD HDSN VAL DDSO			
PATRICE S ALSTON	09	276	D
SIKIRU T AYEGBOYIN	09	276	C
MARISA J MC CLINTON	09	276	C
ANNA NOHAVICKA	09	276	U
AMA SAKYI	09	276	A
LUISA A SCOTTCOOPER	09	276	D
OPWDD INS RES DEV DIS			
MOHAMMED JUNAID	11	345	Q
OPWDD L. ISLAND DDSO			
PIERRE V AFFRIANY	12	209	A
IDOWU M DADA	12	209	A
CAROLINE O ETORUOM	12	209	A
JENNIFER GIAMUNDO	12	209	A
OPWDD MAIN OFF			
CHAD BURDETTE	08	257	P
MILLAH N CHRISTINE	08	257	S
NATASHA GREENSLADE	09	257	P
LESLEY F MALIN	08	257	D
SANDRA REYNOLDS	08	257	S
MARIEANNEZA			
S STEINIGER	10	292	P
ROSHELLE WALKER	03	257	P
OPWDD STATEN ISL DDSO			
CANDACE L DOTTS	11	280	S
SAMUEL C ENUDI	11	280	E
MORONMUBO R SANUSI	11	280	C
OPWDD SUNMOUNT DDSO			
STEPHANIE			
M CHAMPAGNE	07	242	S
BRANDEN M FOOTE	07	242	C
VICKI A HUBBARD	07	242	C
ERICA M LAFLAIR	07	242	D
BARBARA E STRANSKY	07	242	S
MARK A VILLA	07	242	M
OPWDD TACONIC DDSO			
BROOKE E BOSCH	09	248	C
MICHELE S CARAWAY	09	248	S
CHUKWUFUMNAYA			
MADUEMEZIA	09	248	C
SAMARA S WHEELER	09	248	H
OPWDD WESTERN NY DDSO			
KAREN L BARNES-DEAN	01	167	C
SCOTT R DOBE	01	167	U
SHAUNA			
L EVANCZIK-OLROGG	01	167	S
MALACHY L GATELY	01	243	C
GENA M HUBER	01	167	E
DONNA S KARCZ	01	243	C
GRANT W QUALE	01	167	C
OPWDD METRO NY DDSO			
MARCELLUS BENNETT	10	407	C
PATRICIA CHERY- SIMON	10	292	E
MURIEL T HARDY	10	407	S
CLARA R HENRY	10	292	E
TIFFANY LAYTON	10	407	E
LEONIDAS LEE	10	407	S
PK&REC FINGER L			
VICTORIA L SRNKA	02	416	C
PK&REC GENESSE			
AARON HEMINWAY	01	219	Q
PK&REC MAIN OFF			
DENISE E MARTIN	08	305	U
PK&REC NIAGARA			
JAKE A BETZIG	01	219	B
PK&REC NY CITY			
RICKY DAVIS	10	405	S
PUBLIC SERVICE			
SANGEETHA KAILAS	10	321	B
ROSWELL PARK			
LETITIA Y ADAMS	01	196	K
TAHMINA AKTAR	01	196	A
LAUREN J BETZIG	01	196	A
JORDAN M BLATZ	01	196	A
THERESA A BURKE	01	196	U
ANN R DUTCHESS	01	196	A
CHRISTINA L GILINGER	01	196	A
YATRAM B JAGROOP	01	196	B
FAYE L KIFNER	01	196	A
MARY T MILLER-KOTRYS	01	196	B
REBEKAH E NOWAK	01	196	U
ALETHA			
B O'STEEN-WOODS	01	196	E
NAZIA H RAHMAN	01	196	K
KATHRYN J SCHULTZ	01	196	A
SPENCER STECK	01	196	D
LINDSAY G SWANSON	01	196	U
JAMES SZTABA	01	196	U
LAWRENCE M TWOREK	01	196	D
SEC TREATMENT AND REHAB CENTER			
AUDREY C COLEMAN	06	344	A
JENNIFER FEHLNER	06	344	A
DOUGLAS J MCCARNEY	07	249	A
ST LAW CHILD SV			
KAREN MARTIN	07	249	E
STATE			
CHIJIOKE I AJOKU	12	186	M
BENJAMIN BIDELL	01	295	P
CHARLES J CRANE	01	295	P
THOMAS DITULLIO	04	295	U
FRANCIS M MCANDREW	08	295	K
SUMMER RODEGHERO	08	295	E
KAREN M TULLY	08	295	G
STATE INS FUND			
GENNA T ALEXANDER	10	240	M
TONY W ANTHONY	04	240	M
ROBERT S BUREY	01	240	O
CHERMAYNE			
B CAMPBELL	10	240	M
KEVIN J DOBIES	08	240	G
MARY R FALTESS	10	240	P
LAUREN M GROSS	12	240	A
LOWELL J HARRISON	08	240	M
GEORGE HSIAO	10	240	G
JEFFREY P HUNT	08	240	K
KENNETH J JOHNSON	10	240	M
TANGELA V JOHNSON	10	240	M
CLIFVON D JONES	10	240	P
DIANN JONES	03	240	K
ANASDEEP S KAHLON	12	240	M
MELISSA A KING	10	240	P
STEPHEN R LINDSLEY	05	240	M
TERESA R MCLEOD	10	240	M
RADHAKRISHNA MOHAN	10	240	K
JAYSON NOVOK	12	240	M
EILEEN M RICHARDSON	04	240	A
HEATHER V SPENCER	10	240	P
SAMUEL F WAGNER	04	240	M
DANIEL WARREN	01	240	K
STONYBRK HOS PR			
NISAA B ABDULLAH	12	225	A
SYDNEY K ANDERSON	12	225	A
MELISSA			
S ASHE-FEUIERE	12	225	A
JOANNA A BRUNET	12	225	A
VICTORIA BUTERA	12	225	A
BARBARA L CONIGLIO	12	225	A
DANIEL COYNE	12	225	A
JESSICA A DONNELLY	12	225	A
KELECHI C EGBUZIEM	12	225	A
GABRIELLE E FURCI	12	225	A
ALISON N HARRIS	12	225	A
HEATHER J KAMMERER	12	225	A
SARAH R LAGAN	12	225	A
ROSEMARY L LONGO	12	225	A
MELISSA J LUNING	12	225	A
ALANA NERIA	12	225	A
J C OBRIEN	12	225	A
AMY L PACHOLK	12	225	A
ELAINA J RASCO	12	225	A
KATHRYN S ROSA	12	225	A
KARINE SAINT-ARMAND	12	225	A
MA R SANTILLAN	12	225	A
LUISA A STELLATO	12	225	A
MAXWELL N STURM	12	225	A
ERIN TYRRELL	12	225	A
JACQUELINE P VARONE	12	225	A
SU TECH ALFRED			
THERESA			
L TOTH-FLEISCHMAN	02	201	A
TAX FINANCE			
LAURIE A ALIX	08	190	P
CHRISTOPHER G BUMAN	03	360	P
JOSEPH CHENAILLE	08	190	P
ROCCO CITENO	12	186	P
JEFFREY D COZZY	08	190	P
CONRAD DAVIS	11	406	P
JOSEPH DONAHUE	08	190	P
BERNICE B EDWARDS	08	190	P

2026 Convention Delegate List

NAME	REG.	DIV.	TITLE
ANNETTE M EVERETT	04	333	P
STACEY L FINN	08	190	P
ERIC C FLOYD	11	406	P
MICHELLE L FOSTER	08	190	P
SABRINA FURMAN	08	190	P
ROBERT J GORDON	11	406	P
SHAYE HEINS	08	190	P
SHARON HYDE-SCULLY	08	190	P
KYLE M JACOBSON	08	190	P
JOSEPH KLEIN	01	224	P
MICHAEL J LEBLANC	08	190	R
STUART LEVY	11	406	G
RAJENDRA MANGROO	08	190	P
GEORGE MARRETT	09	182	P
SCOTT A MOSKAL	08	190	P
PATRICK M MOYLAN	04	333	P
STEVEN E MURPHY	08	190	P
MISTY L NICHOLS	08	190	P
ANGELO P POLITO	08	190	M
NAZMUL QUAYYUM	11	406	P
BRITTNEY A RENAUD	08	190	P
SEBASTIAN RYSZAWIEC	12	186	P
LINDA J SCOTT	08	190	P
JACQUELINE B SHEA	08	190	P
CHRISTINE L SICINA	09	182	M
LINDA L VERA	11	290	G
JAKOB WESTMAN	08	190	P
VET HM MONTROSE			
JESSE W MARTIN JR	09	513	F
W NY CH PSY CTR			
PATRICIA M MORAN	01	167	F
HATTIE L SLATER	01	167	A
WKRS COMP BOARD			
SCOTT AVIDON	11	285	G
MEGAN S HILL	08	363	P
LISA G O'BRIEN	08	363	P
MICHELLE PANICCIA	08	363	G
MARY G PARISH	08	363	M
TRACY A PEEL	10	285	G
REBECCA S SCHWARTZ	11	285	G
VERONICA J SPRINGER	08	363	G

Your fellow members need your leave donations

The following PEF members have reported a need for leave donations due to the need for medical treatment or recuperation from illness or injury.

Donations are made from annual leave and donors must retain at least 10 days of annual leave after donating. To donate leave, obtain a leave-donation form from your personnel or human resources office and submit it to that office. You may donate leave to employees at both the agency where you work and to those working at other state agencies.

Justin Benton is a lab technologist at Roswell Park. To obtain a donation form, email Lindsay.Jaskowiak@roswellpark.org.

Charles Browning is a senior attorney at the New York State Insurance Fund in Endicott. To obtain a donation form, email PersonnelOps@nysif.com.

Tina M. Clark is an information technology specialist 2 at the Office of Information Technology Services in Niagara Falls. Email HR.LeaveManagement@its.ny.gov for a donation form.

Dale Dils is a correctional facility food administrator 2 at Collins Correctional Facility in Collins.

Angelia Doll is a taxpayer services specialist 1 at the Department of Tax and Finance in Albany.

Maritza Echevarria is an ICM at Bronx Psychiatric Center in the Bronx.

Kimberly Ernst-Harris is a supervising offender rehabilitation coordinator at the state Department of Corrections and Community Supervision central office in Albany.

Christina Fernet is a director of financial services 1 at the Department of Financial Services. To donate, please fill out this form and email it to jacqueline.macpherson@dfs.ny.gov and LATS@dfs.ny.gov.

Sally Fontana is social work supervisor 1, LCSW at Mohawk Valley Psychiatric Center in Utica. To obtain a donation form, email MVPersonnel@omh.ny.gov.

JP Fried is a registered nurse 1 at SUNY Upstate in Syracuse. Email leaves@upstate.edu to obtain a donation form.

Naomi Gillespie (Jusino) is a tax technician 1 at the Department of Tax and Finance in Albany.

June Gilroy is a policy analyst 2 at the Authorities Budget Office in Albany. Contact BSCBenefitsAdmin@ogs.ny.gov to obtain a donation form.

Malkiyah Goldberg is a project manager 3 at the Office of Information Technology Services in Albany. Email HR.LeaveManagement@its.ny.gov for a donation form.

Wayne Green is a maintenance supervisor 3 at St. Lawrence Psychiatric Center in Ogdensburg.

Kathryn Hampton is a human rights specialist 2 at the Division of Human Rights in Brooklyn.

Bobbi Hawa is a registered nurse 1 at SUNY Upstate in Syracuse. Email leaves@upstate.edu to obtain a donation form.

Kathleen Hill is a registered nurse 1 at SUNY Upstate in Syracuse. Email leaves@upstate.edu to obtain a donation form.

Gretchen Hoffman is a registered nurse 2 at SUNY Upstate in Syracuse. Email leaves@upstate.edu to obtain a donation form.

Hannah Kennedy is an information technology specialist 2 at the Office of Information Technology Services in Albany. Email HR.LeaveManagement@its.ny.gov to obtain a donation form.

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

Nina Ledkovsky is a registered nurse 1 at Green Haven Correctional Facility in Stormville.

Kimberly MacDuff is a taxpayer services specialist trainee 1 at the Department of Tax and Finance in Albany.

Ina Maynor is a rehab assistant 2 at Capital District Psychiatric Center in Albany. Contact Giles.Morrill@omh.ny.gov or Jamiliah.Austin@omh.ny.gov to obtain a donation form.

Maliyka A. Muhammad is disability analyst 2 at the Office of Temporary and Disability Assistance in Manhattan.

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

Adrienne Nicholson is a Medicaid eligibility examiner 3 at the Department of Health in Albany.

Danielle Newell-Emory is an investigative specialist 1 at the Office of Cannabis Management in Albany.

Jennifer Silvanic-Lopes is a Labor Service Representative at the Department of Labor in Endicott. Email Labor.sm.personnel.leaves@labor.ny.gov to obtain a donation form.

Nicole Skaros-Marcello is a training specialist 1 at OPWDD Western New York DDSO in West Seneca.

Donna Stevens is a Registered Nurse at the Capital District Psychiatric Center. Email Giles.Morrill@omh.ny.gov or Jamiliah.Austin@omh.ny.gov to obtain a donation form.

Harold Stone is an investigative specialist 1 in the Bureau of Narcotic Enforcement, Department of Health in Syracuse.

Christine Thayer is a MITS 1 at the Office of Information Technology Services in Albany. Email HR.LeaveManagement@its.ny.gov to obtain a donation form.

Sabrina Vaccarello is a registered nurse supervisor 1 at SUNY Stony Brook on Long Island.

JoAnn Waldrop is a business systems analyst 1 at the Worker's Compensation Board in Schenectady.

Amy Waterman is a registered nurse 1 at SUNY Upstate in Syracuse. Email leaves@upstate.edu to obtain a donation form.

Nicole Welch is an auditor trainee 1 at the Department of Tax and Finance in Syracuse.

Jen Wolcott-Dean is a vocational instructor 4 at Wyoming Correctional Facility in Attica.

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, or call 518-785-1900.

August 8, 2026

A few highlights from the Kingsboro ATC Picnic & BBQ for Division 326! We had a great time Saturday, August 8th, at Cunningham Park enjoying good food, great company, and fun. Thanks to everyone who came out and made it a success!

August 9, 2026

Another weekend, another PEF M.O.V.E (Mobilize Organize Vote Empower) event, paid for by a grant from our friends at AFT. This time the union partnered with Hope Center Development Corp in the Brownsville section of Brooklyn, handing out books and registering voters. Thanks to the leaders, staff and members who volunteered — one community at a time!

August 9, 2026

Members of the PEF Statewide Women's Committee, led by Chair Michele Rosello, attended a BBQ on Randalls Island with women who work in unionized trades -- plumbers, carpenters, electricians, and steelworkers, to name just a few. Solidarity!

August 7, 2026

PEF members at the Department of Labor Downstate enjoyed a team outing today on the the High Line, an elevated park above the hustle and bustle of NYC. Thank for you everything you do to help New Yorkers!

August 7, 2026

PEF VP Bruce Giddings and Region 8 Coordinator Danielle Bridger were on hand for a press event announcing that a bridge on State Route 2 in Petersburg (Rensselaer County) will soon be named in honor of New York State Department of Transportation Highway Maintenance Supervisor Robert Bornt, who was killed in a work zone crash in May 2025. Workplace safety, on the roads, in facilities, and wherever New York employees work -- is priority number 1!

August 7, 2026

Region 7 Coordinator Barb Stransky presented Ron McDougall, chair of the Solidarity Parade Committee, a donation on behalf of Region 7. This donation allowed all Region 7 members and their families the opportunity to participate in the Solidarity Parade and Picnic on Labor Day at no cost.

Letters to the Editor

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

We want to hear from you!

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

New York State

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PEF

AFL-CIO

Public Employees Federation