

Uniting Together
To Fight For The
Contract We Deserve



LEARN FROM THE PAST
UNITE IN THE PRESENT
PROTECT THE FUTURE

NYS PUBLIC EMPLOYEES FEDERATION, AFL-CIO
36TH ANNUAL CONVENTION
NIAGARA FALLS - SEPTEMBER 28 - OCTOBER 1, 2014

YEARBOOK 2014



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Uniting Together To Fight For The Contract We Deserve!



36TH Convention

Niagara Falls



Susan M. Kent, PEF President

LEARN FROM THE PAST ~ UNITE IN THE PRESENT ~ PROTECT THE FUTURE

NYS PUBLIC EMPLOYEES FEDERATION, AFL-CIO

36TH ANNUAL CONVENTION

NIAGARA FALLS - SEPTEMBER 28 - OCTOBER 1, 2014

Coming together is a beginning; keeping together is progress; working together is success. Welcome, delegates to the 36th Annual PEF Convention. Your participation in the important business of this year's convention will help shape our policies and set the vision for the future of our union.

Being a convention delegate is a huge responsibility and I thank you for serving PEF in this way.

Since taking office, I've spent a lot of time traveling the state, meeting with members in every PEF region at their workplaces, listening and learning about their problems, but also about their successes and the amazing services PEF members provide to our communities and the citizens of New York State.

Over the past two years, we took steps to turn around the negative image of unionized workers, to make our members feel good again about being a part of PEF and about the work they do. Now, it's time to work on building unity internally.

Unity is an absolute necessity if we want PEF to grow, increase PEF's political power and revitalize our union as we enter into upcoming contract negotiations. Solidarity is our strength. Everybody knows there is strength in unity and separation brings only weakness and confusion, demoralization and defeat. With a strategy based on solidarity we can battle any Goliath.

PEF is a democratic union. What exactly does that mean? It means every individual is important and the key to collective action.

Recently, the PEF Executive Board took a bold step in voting to endorse Zephyr Teachout for governor and Tim Wu for lieutenant governor. With courage and a vision for the future, the PEF leaders made a statement loud and clear: The status quo doesn't work and we don't accept business as usual. We believe that, in the end, leadership does matter.

As we move forward, we are facing a number of very serious challenges including threats of closures, upcoming budget fights and the onset of contract negotiations.

We must all take personal responsibility to:

- ✓ Be aware of PEF union activities
- ✓ Stay informed about your union
- ✓ Be involved and get other people involved
- ✓ Stay active in PEF

Now more than ever, we must do all we can to stand strong and united with one message, one voice — uniting together to fight for the contract we deserve!

Susan M. Kent, PEF President

LABOR ON THE MOVE

Working Together to Fight for the Contract We Deserve!



SOLIDARITY MESSAGE – PEF President Susan M. Kent, Secretary-Treasurer Carlos J. Garcia along with other PEF members support a NYSOCOPBA rally in Albany.



GETTING SUPPORT – PEF nurses from Region 12 alert state Senator Martin Golden to the perils of short staffing.



A CHANGED MAN – Steven Emery shakes the hand of PEF member Jim Tremper, a vocational instructor at the Walkill Correctional Facility for helping him renew his life.



A SOLEMN EVENT – Parole officers listen as the names of their fallen colleagues are being read.



SOS MESSAGE – Hundreds of union members rally in Albany to Save Our Services and to show solidarity against state budget cuts.



KUDOS TO CONNIE – PEF President Susan M. Kent and Secretary-Treasurer Carlos J. Garcia share a proud moment with PEF Region 12 Coordinator Connie Batts who was among a group of women honored by the Workforce Development Institute.



IN UNITY – PEF President Susan M. Kent speaks at a rally at SUNY Downstate Medical Center in March. The event preceded a 48-hour fast held by clergy members of the coalition to save Brooklyn's public hospital and teaching center.



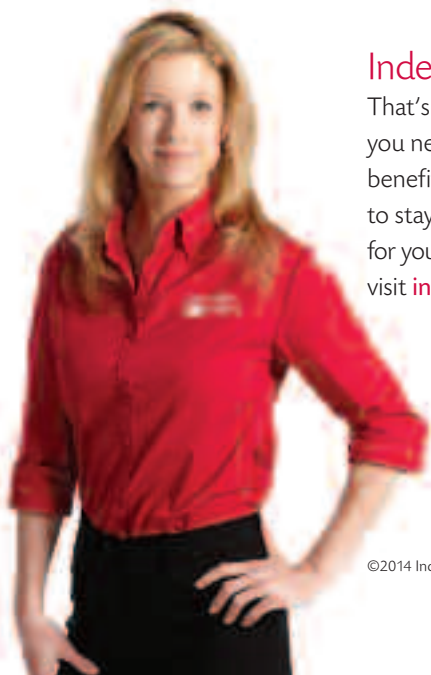
BRAVING THE COLD – PEF members rally to save inpatient services at Sagamore Children's Psychiatric Center on February 14 in Dix Hills.



PUSHING THE BUYBACK BILL – (L to R) Co-Chairs of the Veterans' Committee Jerry Jobson and David Krobe, and members John Duengfelder Jr., and Charles Mangels.



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Uniting Together To Fight For The Contract We Deserve!



36TH Convention

Niagara Falls

PEF Region 1 - Buffalo



Kevin Hintz - Region Coordinator

Welcome again to Region 1. We had a great convention in Buffalo last year and hope to replicate our success this year in Niagara Falls.

Being an off year, our regional PAC took time off to re-energize for the 2014 state and federal races.

Once again, Regions 1 - 4 held a joint leadership conference at the Ramada Lake Front facility in Geneva, NY. The conference was well received by over 100 attendees.

Although the governor's budget called for a number of closures of OMH, OPWDD and DOCCS facilities throughout the state, the members of Division 167, Western New York Children's Psychiatric Center, formed a coalition with former patients, parents, advocates and community activists to fight the closure of WNYCPC. The entire Western New York delegation opposed the closure of WNYCPC. By the end of the regular legislative session, a compromised bill was signed by the governor which guarantees that state employees will man the community homes and provide the services when some of the targeted facilities are closed.

The 7th annual Region 1 picnic was another success with over 300 retirees and active members in attendance. The 1st annual PEF Day at the Zoo, in partnership with Roswell Park, was an overwhelming success. Members are looking forward to next years event.

Enjoy the convention!



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36TH Convention

Niagara Falls

PEF Region 2 - Hornell

Bonnie Wood - Region Coordinator



Photos by Valerie Barrie

We started out with Regional Training with Regions 2, 3, 4, and 5. John Prince hosted the event at the Rochester Institute of Technology. This was a great opportunity to build PEF from the ground up.

Ellen Coyne, Hornell's field representative led steward training on "Know Your Contract" and "The Role of The Steward."

We had several division elections and welcomed new council leaders, treasurers and activists.

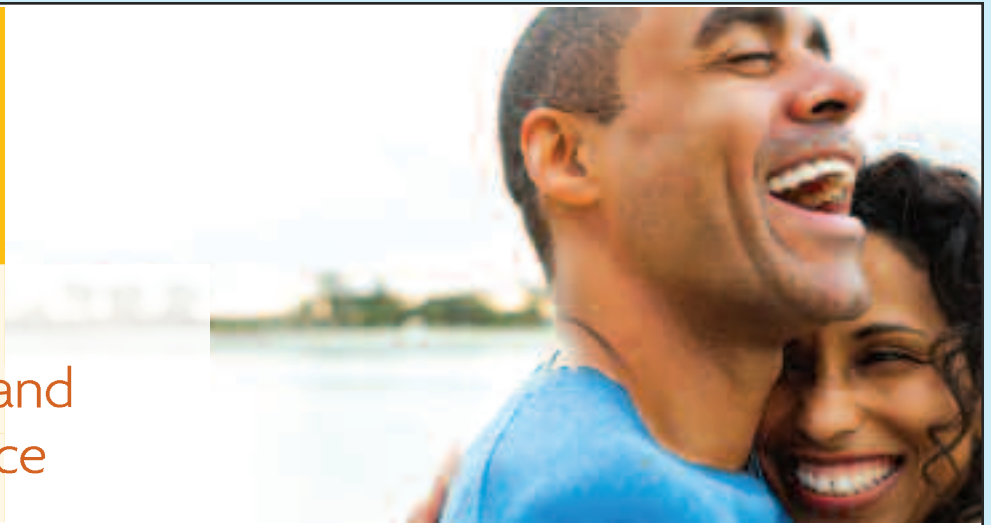
We led the fight to "Save Our Services" in Elmira. We were able to keep Elmira Psychiatric Center open! And, we will be vigilant of the next attack.

The Community Coalition Building really made a difference. Senator Tom O'Mara, Assembly Members Phil Palmesano and Christopher Friend were working side-by-side with us to keep our services open and available to our rural communities.

We welcomed a new Region 2 PAC Co-Chairman, Andrew Puleo from the office of DOT in Hornell. He is very active in promoting COPE and advocating for our members. I expect great things from him.

— Bonnie Wood, Region 2 Coordinator





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Uniting Together To Fight For The Contract We Deserve!



36TH Convention

Niagara Falls

PEF Region 3 - Rochester



John Prince - Region Coordinator

Last year was very active in Region 3. Both new and existing challenges have continued to confront PEF members locally and statewide. Closures, privatization and downsizing at OPWDD, OMH, DOCCS and OCFS were at the forefront. Our members, along with strong divisional leadership and local PEF staff, rose up to fight the good fight. When these challenges were fast-tracked by the Cuomo administration, some of our efforts fell short. In OPWDD, the Monroe Developmental Center's 3 secure units were closed in December 2013 and at DOCCS, the Butler Correctional facility is slated for closure. Unfortunately, as a result, vital services and NYS citizens within the region are being adversely affected. Fortunately, all of our members were reassigned and remained continuously employed by the state, within the region. Again, local PEF leaders and staff worked hard to make that happen.

The threat of privatization is no longer conceptual. It is real and it is happening now! These are just two examples within the region, but certainly not the only ones. This region and its PEF leaders continue to work in coalition with local legislators, families and community groups as well as with our area labor council to halt or slow down the fast tracking of these efforts.

We continue to support regional leaders and stewards with monthly informational meetings and trainings and also offer additional opportunities at our joint leaderships conferences with Regs 1-4.

In addition, we have an active regional Political Action Committee which meets on a regular basis. This is an especially important year in politics with the upcoming federal and state elections. We are gearing up our PAC and members to support the local legislators who support us and the great work we do for NYS. We continue to work closely with the area labor council and PEF Legislative Office on our political action initiatives. We had a

great turnout from our local legislators and PEF members at our annual Legislative Breakfast held in early March. PEF members from DOT, OCFS and OPWDD presented issues specific to their agencies and their impact on services and PEF members. Legislators had the opportunity to address these issues. They also had the opportunity to express support for or against PEF's budget and legislative priorities. It was a very interactive process that worked well.

Today, locally the fight is in the above referenced agencies. Tomorrow, it could be some other state agency. I hope the activities and events in our region have helped to prepare the current and future leaders of PEF, and the members they represent.

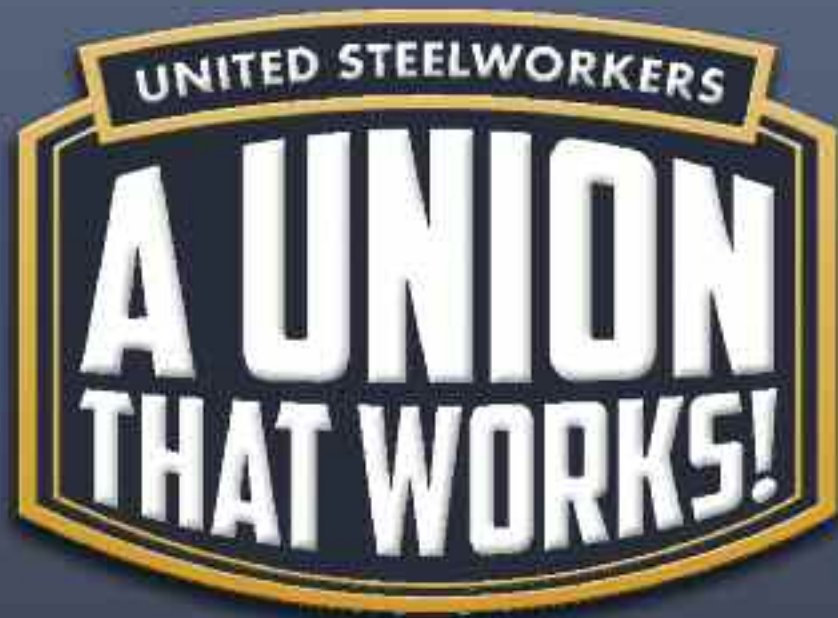
PEF and Region 3 will continue to fight the good fight on behalf of the citizens in NYS that rely on these services. At the same time we will advance, protect and promote the essential/quality services our members represent as professional, scientific and technical members of the New York State Public Employees Federation.

I would like to give a special shout out to James Carlisle, former council leader and PEF activist for Division 201 on his retirement. Enjoy!

In solidarity,

John Prince, Region 3 Coordinator





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36TH Convention

Niagara Falls

PEF Region 4 - Syracuse



Peter Banks - Region Coordinator

PEF Region 4 2014



Region 4

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36TH Convention

Niagara Falls

PEF Region 5 - Binghamton



Jim Moffitt - Region Coordinator





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36TH Convention

Niagara Falls

PEF Region 6 -Utica

Kevin Conley - Region Coordinator





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Uniting Together To Fight For The Contract We Deserve!



36TH Convention

Niagara Falls

PEF Region 7 - Malone



Tom Donahue - Region Coordinator

A big hello to all of the delegates and guests of the 36th PEF Convention in Niagara Falls from PEF's great North Country — Region 7 — representing PEF members in St. Lawrence, Franklin, Clinton and Essex counties.

This past year has been a year of fightback for the North Country. Our members and activists rallied around the *Save Our Services* campaign to fight against proposed closures of St. Lawrence Psychiatric Center and Chateaugay Correctional Facility. We were successful at the Psychiatric Center, but even after a gallant effort from PEF members and the community, we weren't able to keep Chateaugay open. Thankfully, all our members maintained employment when all was said and done. We are a committed and persistent group of unionists in the North Country. Thanks to all who make the effort to be involved. I look forward to our continued success in whatever future challenges await us.

— Tom Donahue



The New York State AFL-CIO is proud to support PEF and the 54,000 members that make New York work for working families.

Congratulations for all your accomplishments throughout the year, and may you have continued success in the year ahead.



Mario Cilento
President

Terrence L. Melvin
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Uniting Together To Fight For The Contract We Deserve!



36th Convention

Niagara Falls

PEF Region 8 - Albany



Nikki Brate - Region Coordinator

Welcome to PEF's 36th Convention. As the PEF Region 8 Coordinator, I would like to take this opportunity to applaud and thank all the r8 members who worked so tirelessly this past year!

I appreciate that PEF is a volunteer union and that r8 members continue to endlessly contribute to PEF. Not only do you volunteer to be stewards, you also work on many committees that r8 has in place. You attend r8 monthly steward meetings as well as our monthly PAC meetings. This is solidarity! There is strength in r8!

When you were called to speak to lawmakers on Budget Lobby Day in March, you did it! It was not only your presence that helped make a difference in this year's budget process, but the thought and eloquent way you presented

atmosphere where seasoned union leaders can actively engage new members.

To step forward and do that, I held a leadership conference in May at the Otesaga Hotel in Cooperstown. Nearly 100 members attended and had the opportunity to participate in the many training courses that were available. One of the

highlights of the conference was an outstanding workshop on motivation by Michelle Gotay, who armed the attendees with creative ways to bring interest and involvement to members who sit on the fence. Members were also able hear about the great community building that Albany Sheriff Craig Apple has implemented. In addition, we were able to ask questions of our endorsed state Sen. Cecilia Tkaczyk.

Leaders were able to leave the conference with achievable, actionable and obtainable tools to assist members in growing solidarity.

Region 8 also played an active role in the community. Our 2013 golf tournament attracted more than 150 golfers from across the state and we raised \$3,000 for the Boys and Girls Club of Albany, an organization that enriches the lives of

underprivileged children with creative after-school programs and nutritious snacks. r8 members also volunteered at the annual Holiday Hunger Appeal held at Crossgates Mall in Albany.

At this convention, it is important for all of us to unite and focus on the future of labor.

This is an election year, and our concentration should be on the candidates who will deliver their promises to the state workforce and the unions who represent it. We not only need to protect what our forefathers have gained for working people, but we must strive to secure pensions and other benefits not only for ourselves, but for future generations.

Let's work together. True solidarity is the best mechanism to reach our goals.



PEF's issues to our elected officials. And in the spirit of moving labor forward, you offered solutions while addressing the concerns of members who work in state agencies.

Education has always been an important component in helping to shape r8. My goal is to give local leaders and members the tools necessary to create an



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36TH Convention

PEF Region 9 - Poughkeepsie



Niagara Falls

Vivian Street - Region Coordinator



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36TH Convention

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PEF Region 10 - Manhattan and Bronx



Sheik Nabijohn - Region Coordinator





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Uniting Together To Fight For The Contract We Deserve!



36TH Convention

Niagara Falls

PEF Region 11 - Brooklyn, Queens, Staten Island



Jemma Marie-Hanson - Region Coordinator



Our challenges are constant but we are dedicated to the cause of protecting our members and maintaining quality services to our communities. I thank our members, delegates and leadership for your tireless work! We will continue to fight for a good contract and working conditions for our members.

“Unity is strength . . . when there is teamwork and collaboration, wonderful things can be achieved.”

—Mattie Stepanek



Region 8 Members in Action



Strength In Our Region
Nikki Brate, Coordinator



Best Wishes
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36TH Convention

Niagara Falls

PEF Region 12 - Long Island

Connie Batts - Region Coordinator



Region 12 has been busy this year actively participating in our PEF Save Our Services campaign in an effort to save PEF-provided services at our impacted facilities, as well as those around the state. In addition to SOS, we have engaged in a campaign to help our community realize the important roles PEF members play in keeping our communities safe and thriving. We would like to thank our PEF leadership, legislators and community activists who have supported our endeavors. We look forward to working on the upcoming campaigns of our PEF-endorsed candidates in Region 12.



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36TH Convention

Niagara Falls

PEF Division 341 - Chicago



Daniel Zagorscak, Council Leader

Division 341 represents about 40 members working in Chicago at the Midwestern Regional District Office of the New York State Department of Taxation and Finance. This division is currently represented by Daniel Zagorscak (Council Leader), Scott Reichert (Treasurer), and Michele Caruso (Secretary).

Our office has two sections, Sales Tax (TTTB) and the Income/Franchise Field Audit Bureau (IFFAB). Although little known in PEF, our members do an important job for all New Yorkers. As auditors, we ensure that New York state collects the proper amount of taxes from companies which conduct business in New York, but are headquartered outside the state.

Last fiscal year our office generated over \$120 million dollars of tax revenue for the state through almost 600 audits conducted outside New York state. Our out-of-state presence promotes tax compliance by all out-of-state taxpayers.

The suburban Chicago location of our office, located next to O'Hare International Airport, provides low cost access to distant audit locations throughout the US in addition to the numerous companies headquartered within driving distance of the office.

Our main issue is still compensation, due to the high cost of living in the Chicago metropolitan area.

This year we had one long-term employee retire, Beth Kulpinski, with over 30 years of service. We wish her the best in her retirement.

We also wish the best of luck to our departed intern, Eduardo Espino, and departed auditors, Olga Miech and Victoria Logothetis.

We would also like to welcome our new auditors: Josue (Josh) Carrasquillo, Hao Bin (Ben) Chen, Carlos R. Ferrer Jr., Milan Grubnic, Hana Hashim, Mirjana Marceta, Jia Min (Jay) Liang, Joseph Nowinski, and Vatsal Thakkar.

At this year's PEF convention, Division 341 will be represented by our council leader, Daniel Zagorscak. We look forward to meeting fellow PEF members and working toward our goals.





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THE TIME IS NOW!

A message from Susan M. Kent, PEF president, and Carlos J. Garcia, PEF secretary-treasurer

Get Out The Vote:

Now is the time for all PEF delegates to get to work and vote in the upcoming New York State general election on Tuesday, November 4th.

There are many ways to help out:

- Volunteer on phone banks
- Mailings
- Going door-to-door

The time is NOW. We need our voices to be heard. We must stand up and unite for the contract we deserve – voting is the way to do that. Make your vote count on November 4th. Together we must learn from the past, unite in the present and protect the future.

*Vote
for your future*



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