

NYS PEF



PEF



PEF

47

2025 PEF Convention

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PEF



47



Stronger Roots Bolder Future!

PEF

47

Lake Placid

PEF



47th Annual **PEF** Convention

Convention Program

Stronger Roots, **Bolder Future!**





President's Welcome

Delegates:

Welcome and thank you for attending PEF's 47th Annual Convention! It is my honor to welcome you to beautiful Lake Placid, known worldwide as the home of the 1932 and 1980 Winter Olympic games. Our theme this year, "Stronger Roots, Bolder Future," is intended to remind us of the hard work we've done as a union over decades, while keeping us focused upon building that legacy into the future.

While you are here, you are the highest decision-making body in the union. We've built some time for solidarity and fun into the agenda, but there is also a lot of work for you to accomplish over the next few days. This year, there are 38 resolutions for your consideration. Your debate and vote on these matters will help shape PEF next year and for years to come. In addition, your input on PEF's State and Federal Legislative Agendas is more important than ever as New York State faces a steep decline in federal funding. I look forward to working with you to chart PEF's future.

The Convention Committee has worked hard to create an agenda that will allow you to accomplish your Constitutional duty as delegates, as well as get to know one another and learn new skills to make you a better activist. If you have any questions while you are in Lake Placid, please talk to anyone with a PEF Staff credential or stop by the Legacy Room in the Olympic Center. Thank you again for joining us, for your commitment to PEF, and for your continued service to the people of New York.

In unity,

Wayne Spence
PEF President





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PEF Statewide Officers



Wayne Spence
(DOCCS)
President



Joe Donahue
(Tax & Finance)
Secretary-Treasurer



Randi DiAntonio
(OPWDD)
Vice President



Darlene Williams
(OMH)
Vice President



Bruce C. Giddings
(DEC)
Vice President

Regional Coordinators

Vincent Cicatello (OMH)
Region 1

Shelby Wisneski (OPWDD)
Region 2

Leisa Abraham (OPWDD)
Region 3

Monica Moore (OPWDD)
Region 4

Scott Staub (OTDA)
Region 5

Christopher Dunham (DOCCS)
Region 6

Barbara Stransky (OPWDD)
Region 7

Danielle Bridger (OSC)
Region 8

Gabriela Franklyn (DOCCS)
Region 9

Tamara Martin (AG)
Region 10

Bernadette O'Connor (OMH)
Region 11

Corinne Testa (DOT)
Region 12

Trustees

Kelly Ann Nadeau (OSC)
Radhakrishna Mohan (SIF)

Muriel Hardy-Lee (OPWDD)



PEF Executive Board Members

Agriculture & Markets

Bradley Rosen

Audit & Control

Danielle Bridger, Catherine Dell'Angelo,
Raymond Moroz, Kelly Nadeau,
Adam Warrenchak, Daniel Winkler

Department of Financial Services

Hesham El-Meligy, Francis McIntyre

Department of Corrections & Community Supervision

Catherine Adams, Sabu Cherian, Laura Cloidt,
Christopher Dunham, Gabriela Franklyn,
Lori Greenizen, Robert Hodson, Sharon Lamb,
Tanya Oliver, Wayne Spence

Economic Development

William Ferguson

Education

Sean (Mickey) Dobbin,
Vivian Falto-Lequerique, Carlos Garcia,
Angelina Rodriguez

Higher Education Services Corporation

Kristina Tereburke

SUNY

Rachel Amodio-Kopp, Barbara Coniglio,
Young Desaw, Abdallahi Diop, Juanita Hicks,
Heather Kammerer, Brittany Lacik,
Amy Lee Pacholk, Joan Rosegreen

Environmental Conservation

Keith Browne, Bruce Giddings,
Aseem Kumar, Erik Latremore

Office of General Services

Richard E. Vehlow

Parks, Recreation & Historic Preservation

Elizabeth (Denise) Martin

Ex Veterans Affairs

Joseph Moynihan

Human Rights

Bellew McManus

Office of Information Technology Services

Mario Chiarello, Heather Craven,
Biswajit Datta, Brandon Hill,
George Howard, Andrew Michela

Department of Health

Susan Billi, Steven Brooks, Myron Getman,
Kimberly Jensen, Patricia OToole

**Office of the Medicaid
Inspector General**

Matthew Myers

State Insurance Fund

Kenneth Johnson, Patricia Mason,
Radhakrishna Mohan, Lisa Wells

Department of Labor

Scarlett Ahmed, William Clingersmith,
Scott Hektor, Laurie Kail

Department of Law

Timothy Bopp, Tamara Martin

Office of Mental Health

Carl Ankrah, Rudy Arias,
Indermattie Balkaran, Harold Brewster,
Vincent Cicatello, Gina Corona, Joshua DeJesus,
Alexandre Donascimento, Albert Famularo,
Ivan Giannou, Bernadette O'Connor,
Angela Reh, Leticia Rivera, Nicole Tarson,
Darlene Williams

**Office for People with
Developmental Disabilities**

Leisa Abraham, Brooke Bosch,
Stephanie Champagne, Gwendolyn Culpepper,
Randi DiAntonio, Scott Dobe, Muriel Hardy,
Monica Moore, Stacy Morey, Gregory Salamida,
Sametta Shaw-Lipiec, Barbara Stransky,
Shelby Wisneski

**Office of Addiction Services
& Supports**

Barbara Fahey

Department of Motor Vehicles

Maureen Kozakiewicz

Department of Public Service

Sangeetha Kailas

Office of Children & Family Services

Ross Dorsey, Lise Maloney, Robin Matthews,
David Takor

**Office of Temporary
& Disability Assistance**

Pamela August, Germaine Greco,
Jill Poeller, Scott Staub

Tax & Finance

Conrad Davis, Joseph Donahue, Kyle Jacobson,
Joseph Klein, Angelo Polito, Jakob Westman

Department of Transportation

Brian Decker, Mamadou Diallo, Brian Dubois,
Christopher Jordan, Gustavo Santos,
Corinne Testa, Paul Uebelhoer, Scott Wendt

Allegheny County

Carrie Hoopes

Roswell Park

Jordan Blatz, Yatram (Bruce) Jagroop,
Kathryn Schultz

Retiree Representative

Robert Harms



Respiratory Illness Safety for the PEF 2025 Convention

PEF abides by New York State, CDC and public health guidelines and mandates, including any federal, state, and local requirements (such as Essex County, Lake Placid Convention Center, hotels, and other event facilities) during Convention.

The health and safety of PEF delegates and staff is of utmost importance to us. Therefore, the CDC respiratory illness guidelines below are recommended at all events and areas (including PEF provided buses, registration, plenary, workshops, meetings, and receptions) to promote the health and safety and well-being of attendees and staff.

- Common respiratory viruses include COVID-19, Influenza, and RSV (respiratory syncytial virus).
 - Symptoms of respiratory illness/virus can include fever, chills, fatigue, cough, runny nose, and headache, etc.
- 1.) **Masking is optional** at all PEF events and areas (including PEF provided buses, registration, plenaries, workshops, meetings, and receptions), unless the facility states otherwise.
 - 2.) **Hand washing and sanitizing:** Delegates are strongly encouraged to frequently wash hands (for at least 20 seconds with soap and water) and to use hand sanitizers (containing at least 60% alcohol).
 - 3.) **If you have symptoms of a respiratory illness (such as COVID-19, Influenza,**

or RSV) or have tested positive for a respiratory virus:

- a. You may not attend Convention while you are sick with respiratory virus symptoms unless BOTH of the following are true, and have been true for at least 24 hours:
 - i. Your symptoms are improving overall, and
 - ii. You are fever-free without the use of fever-reducing medications.
- b. After returning to activities, you should take added precautions for the next five (5) days, including:
 - i. Wearing a well-fitting mask indoors or in crowded settings.
 - ii. Practicing hand hygiene and good respiratory etiquette (cover coughs/sneezes).
 - iii. Improve indoor airflow/ventilation whenever possible.
 - iv. Consider testing before close contact with people at higher risk of severe illness.
 - v. If your fever returns or symptoms worsen, you must stay home again and may only return once you again meet the above criteria (fever-free for 24 hours and symptoms improving), followed by another five days of added precautions.

IF YOU BECOME SYMPTOMATIC AT CONVENTION

- a. Immediately isolate if you have symptoms (self-test for COVID-19 and flu, if available)
- b. Contact PEF HQ at the Lake Placid Convention Center
- c. Call your primary care provider
- d. If you test positive, we will help you with transportation home

If you have any questions about these respiratory illness measures, you may contact the PEF Health and Safety Department at HealthAndSafety@pef.org (put "Convention Respiratory Illness Protocols" in the subject header). You may also visit the CDC's website at <https://www.cdc.gov/respiratory-viruses/prevention/precautions-when-sick.html>.

If you have medical questions or concerns, you should contact your medical provider.

All other questions should be directed to PEF Special Events at SpecialEvents@pef.org.



Registration & Assistance

Registration

- **Unless prohibited by travel delays, delegates are expected to register for Convention upon arrival Sunday.**
- Admission to the Convention is limited to delegates, pre-registered guests of delegates, invited guests, staff, appointed volunteers and visitors.
- Photo IDs are required to register for all attendees.
- Delegates and pre-registered guests of delegates receive photo ID badges at registration.

Registration Hours & Locations

- **Sunday:** 12:00 NOON – 6:00 PM
*Late Arrival Registration 7:00–9:00 PM (Olympic Center – 2nd Floor)
- **Monday:** 8:00 AM–5:00 PM (Olympic Center – 2nd Floor)
- **Tuesday:** 8:00 AM–5:00 PM (Olympic Center – 2nd Floor)
- **Wednesday:** 8:30 AM–11:00 AM (Olympic Center – 2nd Floor)

Admission to Sessions and Events

- PEF-issued photo ID badges or a photo ID with a visitor credential are required to attend all Convention-related meetings, events, and functions. NO EXCEPTIONS.
- Ticketed events are open to delegates and pre-registered guests of delegates only.
- Attendance at Agency/Department meetings is limited to registered delegates.
- Delegates have preference over non-delegates to attend the Credentials Committee Meeting, New Delegate Orientation, Resolutions Committee meetings and Workshops. Non-delegates may not be admitted or may be asked to leave a meeting or session if seating is limited in the meeting room.

Assistance During the Convention

The PEF Convention Headquarters Office is located in the Legacy Room at the Olympic Center.

Sunday:	11:00 AM – 9:30 PM
Monday:	7:30 AM – 9:30 PM
Tuesday:	7:30 AM – 9:30 PM
Wednesday:	7:30 AM – 1:00 PM



Local Area Information

Hospital / Emergency Services:

- Adirondack Medical Center**
– Saranac Lake
 2233 State Route 86
 Saranac Lake, NY 12983
 518-891-4141
24 Hour Emergency Care

Pharmacies:

- Walgreens Lake Placid:**
 2140 Saranac Ave, Lake Placid, NY 12946
 (518) 523-5305
Store Hours:
 Monday–Saturday: 8 a.m.–6 p.m.
 Sunday: 9 a.m.–5 p.m.
Pharmacy Hours:
 Monday–Friday: 9 a.m.–5 p.m.
 Closed: 1:30–2 p.m. for Lunch

- Kinney Drugs Lake Placid:**
 1954 Saranac Ave, Lake Placid, NY 12946
 (518) 523-2011
Store Hours:
 Monday–Friday: 8 a.m.–9 p.m.
 Saturday: 8 a.m.–8 p.m.
 Sunday: 9 a.m.–5 p.m.
Pharmacy Hours:
 Monday–Friday: 9 a.m.–8 p.m.
 Saturday: 9 a.m.–6 p.m.
 Sunday: 9 a.m.–3 p.m.
 Closed for Lunch: 1 p.m.–1:30 p.m.





Transportation

Shuttle Buses

Shuttles will run between all hotels and the Olympic Center. Signs mark the pick-up spots in front of the hotels. One of the shuttles is an ADA-compliant ambulette that can accommodate a foldable electronic wheelchair or scooter.

Shuttle Schedule:

Saturday: No Shuttle buses.
Sunday: 10:00 AM – Midnight (Last pick-up)
Monday: 7:00 AM – Midnight (Last pick-up)
Tuesday: 7:00 AM – Midnight (Last pick-up)
Wednesday: 7:00 AM – 1:00 PM (Last pick-up)

Shuttle Dispatch:

(315) 527-4890

Departure Day

Hotel Checkout

- **ALL DELEGATES MUST CHECK OUT OF THEIR HOTEL BEFORE THE PLENARY SESSION BEGINS ON WEDNESDAY.**
- Delegates will be responsible for any late checkout fees incurred.

Important information for delegates taking the regional bus:

- **Delegates traveling via regional bus must bring their luggage to the Olympic Center on Wednesday AM. Luggage will be placed in the North Elba Room on the first floor of the Olympic Center until the Convention ends.**

- Delegates are responsible for transporting their own luggage to the luggage storage area in the Olympic Center and to their regional bus after the session.
- PEF staff will monitor the storage area at all times.
- **DO NOT LEAVE VALUABLES IN YOUR LUGGAGE. PEF WILL NOT BE RESPONSIBLE FOR LOST OR STOLEN ITEMS.**



Keynote Address



John Samuelsen ***International President of the Transport Workers Union of America***

Samuelsen was sworn in as the 10th International President of the Transport Workers Union of America on May 1, 2017.

TWU represents more than 160,000 members across the airline, railroad, transit, universities, utilities, and services sectors.

As a Brooklyn native, Samuelsen worked as part of a track gang in Brooklyn for the New York City Transit Authority in 1993. He and his fellow union members often worked under extremely difficult and unsafe conditions. Managers ignored safety regulations, retaliated against workers who spoke up or tried to make change, and disrespected members of the union.

Although he was still on probation at the time, Samuelsen was elected shop steward, where he fought for a safer workplace for New York's subway transit workers.

From 2001 to 2006, Samuelsen served as chair of the Track Safety Committee and chair of the Track Division. From 2002–2005 he was Acting Vice President of the Maintenance of Way Department, representing 7,100 workers providing essential services to NYCTA in Track, Line Equipment and Signals, Power and Structure. He also served as lead negotiator for all safety-related issues during contract bargaining between Local 100 and NYCTA and authored the Comprehensive Track Safety Bill passed by the New York State Legislature.

He was elected President of TWU Local 100 in December 2009 and was reelected overwhelmingly in 2012 and 2015. He led TWU's largest local until 2017, when he was elected International President.

As International President, Samuelsen has led new worker organizing and grown TWU by 15,000 members in over 20 successful organizing drives. The TWU is currently leading the charge in fighting against offshoring the maintenance of U.S. passenger aircraft to foreign countries and defending jobs against displacement through automation in the transit industry.

Guest Speakers



New York State Senator Daniel G. Stec (SD-45)

Senator Dan Stec is a North Country native and Navy veteran. After graduating from Clarkson University with a Bachelor of Science degree in Chemical Engineering, Senator Stec served for eight years in the U.S. Navy’s nuclear power program.

After leaving the Navy, he returned home to Queensbury and ran for town council. He served as Town Supervisor for five terms and chairman of the Warren County Board of Supervisors for two terms before being elected to the New York State Assembly in 2012, where he served four terms. In

2020, he was elected State Senator in New York’s 45th District.

Senator Stec has been a strong voice for public safety reforms, calling for a full repeal of bail reform and advocating for a repeal of the Humane Alternatives to Long-Term Solitary Confinement (HALT) Act. He is also fighting for better broadband and cell service, supporting upstate schools and hospitals, and proposing initiatives to help the economy recover from the pandemic.

He is the Ranking Minority Senator on the Environmental Conservation and Internet and Technology Committees. He also serves on the New York State Senate’s Education, Health, Rules, State-Native American Relations and Veterans, Homeland Security and Military Affairs Committees.



Thomas P. DiNapoli Comptroller of the State of New York

A life-long Long Islander, Tom was raised in a middle-class, union household and saw the value of hard work and stretching every

dollar in the example set by his parents.

In 1972, Tom won his first election and served as a trustee on the Mineola Board of Education, becoming the first 18-year-old in New York State to hold public office. He attended Hofstra University, earning a bachelor’s degree in history

and graduated magna cum laude in 1976. He worked in the telecommunications industry for 10 years and went to night classes and earned a master’s degree from The New School University’s Graduate School of Management and Urban Professions.

In 1986, he ran for the New York State Assembly and was elected to represent the 16th District in northwestern Nassau County for the next 20 years. Tom was elected State Comptroller on February 7, 2007, by a bipartisan majority of the State Legislature. He was elected Comptroller by New York’s voters in 2010, 2014, 2018 and 2022. Tom is known for his integrity, independence, and even-keeled leadership.

Guest Speakers



April Verrett **SEIU President**

April Verrett made history in 2024 when she was elected the first Black President of the nearly 2-million strong Service Employees International Union (SEIU). Originally from the South Side of Chicago, Verrett was raised by her grandmother, a Union Steward for SEIU Local 46, who taught her the values of perseverance, collective action, and community.

Prior to being elected President, Verrett served as SEIU Secretary-Treasurer for two years, leading the union's strategic planning process to develop its plan for the future. As President of SEIU Local 2015, California's largest local union, and the nation's largest long-term care union, she fought on behalf of more than 400,000 long-term care providers working in both nursing homes and

private homes throughout California. She has also served as Executive Vice President of SEIU Healthcare Illinois and Indiana (HCII), where she played an instrumental role in holding corporations accountable and advocating for them to pay their fair share in taxes. At SEIU Verrett has also chaired the union's National Home Care Council, co-chaired the National Organizing Committee, and served as a member of the Finance Committee.

Having dedicated most of her career to helping workers build power through their unions, Verrett is driven by the conviction that unions give workers a platform to fight for more than wages, benefits and working conditions. Unions for All can help eradicate generational poverty, dismantle structural racism, strengthen our democracy and generally improve workers' lives and communities. Verrett brings ambitious vision, courageous leadership and a life experience that fuels her unshakeable belief in the power to make change when we come together across race.



Mario Cilento **NYS AFL-CIO President**

Mario Cilento has spent his career in the labor movement, beginning with the Newspaper Guild-CWA in 1990. He began his work with the New York State AFL-CIO in 1992 and was elected President of the organization for the first time in 2011.

As President, Cilento has focused on maintaining a year-round legislative action network, keeping the State AFL-CIO's 2.5 million members proactively involved politically. Through his leadership, the NYS AFL-CIO has focused on engaging new members and getting pro-labor political candidates elected.

Under his leadership, the NYS AFL-CIO has secured dozens of protections for workers, including significant increases in unemployment benefits, retirement reforms, and protection

for workers as the State begins to use Artificial Intelligence at more agencies.

In 2018, the State AFL-CIO launched the Federation's now iconic "Union Strong" campaign, which promotes the benefits of being in a union, uplifts union victories and shows the strength of what labor and working people can do when they stand together.

In August 2024, Cilento was reelected to his fourth term as President of the NYS AFL-CIO.

Guest Speaker



Letitia James **Attorney General** **of New York**

New York State Attorney General Letitia “Tish” James began her career as a public defender at the Legal Aid Society before serving as head of the Brooklyn Regional Office of the New York State Attorney General’s Office. She was later elected to represent the 35th Council District in Brooklyn in the New York City Council, where she served for 10 years and helped pass the Safe Housing Act, legislation that forced landlords to improve living conditions for tenants in New York City’s worst buildings.

Attorney General James also served as the public advocate for the City of New York. When she was elected in 2013, she became the first woman of color to hold citywide office. During her tenure as public advocate, her office passed more legislation than all previous public advocates combined, including a groundbreaking law that banned questions about salary history from the employment process to address the pervasive gender wage gap.

When she was elected Attorney General in 2018, she became the first woman of color to hold statewide office in New York and the first woman to be elected Attorney General. In her first term, she focused on protecting vulnerable New York residents and ensuring that individuals or companies that broke state laws were held accountable. She secured more than \$7.5 billion for New York, including more than \$2.5 billion from opioid manufacturers and distributors for their roles in the opioid epidemic. Under her leadership, the Office of the New York State Attorney General helped remove more than 4,000 guns from New York communities, took down dozens of dangerous drug and gun trafficking rings throughout the state, and took legal action to stop the proliferation of ghost guns.

Attorney General James also took on predatory landlords who harassed tenants and endangered children by violating New York’s lead paint laws.

She protected New Yorkers’ health and the state’s natural resources by going after polluters and companies that flouted environmental protection laws. Attorney General James stood up for vulnerable populations by going all the way to the U.S. Supreme Court to stop a question about citizenship from being added to the census and successfully protecting the Deferred Action for Childhood Arrivals (DACA) program.

She has been a national leader in the fight to defend access to reproductive health care, leading dozens of legal actions across the country to protect and expand access to this lifesaving care. Attorney General James also stood up against corruption and took strong action against officials who broke New York laws or workplace protection measures.

A proud Brooklynite, she is a graduate of Lehman College and Howard University School of Law.

Guest Speaker



Randi Weingarten
President, AFT, AFL-CIO

Randi Weingarten is president of the AFT, a union of 1.8 million teachers; para-professionals and school-related personnel; higher education faculty and staff;

nurses and other healthcare professionals; local, state and federal government employees; and early childhood educators. The AFT is dedicated to the belief that every person in America deserves the freedom to thrive, fueled by opportunity, justice and a voice in our democracy.

Prior to her election as AFT president in 2008, Weingarten served for 11 years as president of the United Federation of Teachers, AFT Local 2, representing approximately 200,000 educators in the New York City public school system, as well as home child care providers and other workers

in health, law and education. Weingarten taught history at Clara Barton High School in Brooklyn's Crown Heights neighborhood from 1991 to 1997, and helped her students win several state and national awards debating constitutional issues.

Weingarten was included in *Washingtonian's* 2022 Washington's Most Influential People, and in 2013, the *New York Observer* named Weingarten one of the most influential New Yorkers of the past 25 years.

Weingarten holds degrees from Cornell University's School of Industrial and Labor Relations and the Cardozo School of Law. She worked as a lawyer for the Wall Street firm of Stroock & Stroock & Lavan from 1983 to 1986. She is an active member of numerous professional, civic, religious and philanthropic organizations. Born in 1957 and raised in Rockland County, N.Y., Weingarten now resides in the Inwood neighborhood of New York City.

Guest Speaker



Kathy Hochul **Governor of New York**

Kathy Hochul is the 57th and first female Governor of New York State.

She began her career in public service on her local Town Board, before serving as Erie County Clerk and as a Member of Congress representing New York's 26th Congressional District.

As Lieutenant Governor, she chaired the state-wide Regional Economic Development Councils and served as co-chair of the State's Heroin and Opioid Task Force, Women's Suffrage Commission, and Child Care Availability Task Force.

Since being sworn into office in 2021, Governor Hochul has led by establishing a bold vision for New York's future. She has spearheaded comprehensive policies and initiatives to help New Yorkers and their families, while building an economy that is stronger and more inclusive than before. Governor Hochul is making historic investments in the people, places, and things to make that happen – from healthcare workers, small businesses, and working families to infrastructure, education, and workforce development.

Some of Governor Hochul's top achievements this year to tackle New York's affordability crisis include a \$1 billion tax cut for middle-class and low-income New Yorkers, bringing tax rates to their lowest levels in nearly 70 years; sending New York's first-ever Inflation Refund checks, which will provide \$2 billion in direct cash assistance to more than 8 million New Yorkers with checks of up to \$400 per family; and providing \$340 million to ensure free breakfast and lunch for every K-12 student in New York, saving families an average of \$1,600 per child.

Other notable accomplishments include Tier 6 reforms to improve recruitment and retention among our public sector workforce, investing \$1 billion in SUNY Downstate Medical University and \$450 million in Upstate Medical University, increasing the maximum unemployment insurance weekly

benefits for workers to \$869, and launching a first-in-the-nation paid prenatal leave program.

Governor Hochul lifted the state government hiring freeze while enacting long-needed civil service reforms, she overhauled the state's minimum wage to ensure the wages of those most in need keep up with the rising cost of living and established an alternate payment plan for state employees that would eliminate the pay lag in 2030.

She was born and raised in Western New York. She and her husband, Bill Hochul, are the proud parents of two children and one granddaughter.



Sunday, October 19

Proposed Agenda

9:00 AM – 5:00 PM

PEF Retirees Executive Board Meeting

Cambria – Conference Room

11:00 AM – 9:30 PM

PEF Headquarters Office Open:

Delegate issues or concerns (Housing, etc.)

Olympic Center – Legacy Room

12:00 PM – 6:00 PM

Exhibitor Area Open

Olympic Center – Ballroom

12:00 PM – 7:00 PM

Delegate Registration Open

Olympic Center – 2nd floor, foyer

12:00 PM – 5:00 PM

Lounge Area Open: DJ and Refreshments

Olympic Center – 3rd floor lookout

4:00 PM – 5:00 PM

Sergeants, Tellers & Timers

Mandatory Training (Session 1)

Olympic Center – Gore

4:00 PM – 5:00 PM

Credential Committee Meeting

Olympic Center – Whiteface

4:00 PM – 5:00 PM

New Delegate Orientation

Olympic Center – Intervale

5:00 PM – 5:30 PM

State/Federal Legislative Review

Olympic Center – Empire Room

5:30 PM – 7:30 PM

Resolution Committee Meetings

Olympic Center Rooms

- **Workplace Issues**
Gore (Seating Capacity: 70 people)
- **Civil Service/Contract Issues**
Intervale (Seating Capacity: 80 people)
- **Membership Engagement /Legislative Issues**
Whiteface (Seating Capacity: 80 people)
- **PEF Internal Issues**
Van Hoevenberg (Seating Capacity: 90 people)
- **Domestic & World Issues**
North Elba (Seating Capacity: 80 people)

7:00 PM – 9:00 PM

Late Arrival Registration

Olympic Center – 2nd Floor

7:30 PM – 11:00 PM

Activities

- **Meet & Greet (DJ, photo booth, snacks)**
Crown Plaza – Ballroom
- **Sunday Night Football (Falcons vs. 49ers)**
Olympic Center – Roamers
- **Bowling, Karaoke, Dancing**
Big Z's, 2750 Main St.
- **Music & Chill (DJ, snacks)**
Golden Arrow, Generations Tap & Grill



Monday, October 20

Proposed Agenda

7:00 AM – 7:45 AM

Zumba
Hampton Inn

7:30 AM – 8:45 AM

Sergeants, Tellers, Timers Assignments
/Meeting Volunteer Breakfast (Session 2)
Olympic Center – 3rd floor, Lookout

7:30 AM – 9:30 PM

PEF Headquarters Office Open
Olympic Center – Legacy

8:00 AM – 5:00 PM

Delegate Registration Open
Olympic Center – 2nd floor, foyer

8:00 AM – 5:00 PM

Exhibitor Area Open
Olympic Center – Ballroom

9:00 AM – 5:00 PM

PEF Retirees Executive Board Meeting
Cambria Hotel – Conference Room

9:00 AM – 1:00 PM

Plenary Session
Olympic Center – 1932 Ice Rink

Pledge of Allegiance

Sgt. Matthew Flynn, USMC

National Anthem

John Thomsen, DHSES, Region 8, Retired

Welcome Remarks

New York State Sen. Dan Stec (SD-45)

Safety/Security Briefing

Keith Browne, Stephanie Champagne,
Bruce Jagroop, Alison Rissing

Host Region Remarks

Region 7 Coordinator
Barbara Stransky

Credentials Committee Report

Credentials Committee Chair
Monica Moore

PEF Community Outreach

The Gouverneur Breast/Ovarian
Cancer Fund, Region 7 Coordinator
Barbara Stransky

Introduction of Officers, Trustees & Regional Coordinators

Convention Chair
& PEF Vice President
Darlene Williams

Invocation

Shri Balan Iyer, Priest,
Staten Island Hindu Temple

In Memoriam & Taps

Secretary-Treasurer Joe Donahue

PEF Code of Conduct

PEF Vice President Bruce Giddings

Adoption of the Rules

Secretary-Treasurer Joe Donahue

Adoption of the Order of Business

Secretary-Treasurer Joe Donahue

State of the Union Address
Followed by Q&A
President Wayne Spence

Resolutions

1:00 PM – 3:00 PM
Lunch on Your Own

1:00 PM – 3:00 PM
Candle Making Activity
Pure Placid – 2470 Main St.

1:15 PM – 2:30 PM
Workshops

- **Building an Engaged Membership**
Golden Arrow
- **Member Input and Ideas for the Next Contract**
Crown – Olympic A
- **Mapping (AFT/Organizing)**
Crown – Olympic B
- **Understanding the Federal Budget & Its Impact on NYS /Why Politics Matter**
High Peaks – McEntyre
- **The Current State of New York State's Civil Service**
High Peaks – Great Range

1:15 PM – 2:30 PM

Departmental Meetings

- **DOL**
Olympic Center – North Elba
- **DOT**
Olympic Center – Whiteface
- **ITS**
Olympic Center – Van Hoevenberg
- **DOCCS**
Hampton Inn
- **OPWDD**
Olympic Center – Roamers
- **Nurses' Luncheon**
Bluebird Hotel – Summit Room
- **DOH**
Olympic Center – Intervale
- **OSC**
Olympic Center – Gore

3:00 PM – 5:00 PM

Plenary Session
Olympic Center – 1932 Ice Rink

Keynote Speaker

TWU International President
John Samuelson

Panel Discussion

NYS Comptroller Thomas P. DiNapoli,
PEF President Wayne Spence,
PEF Vice President Randi DiAntonio

Guest Speaker

SEIU President April Verrett

Resolutions

5:00 PM – 7:00 PM
Dinner on Your Own

5:30 PM – 7:00 PM
Line Dancing
Hampton Inn

5:30 PM – 7:00 PM
Multi-Cultural Committee Event
Olympic Center – Van Hoevenberg

5:30 PM – 7:30 PM
Candle Making Activity
Pure Placid – 2470 Main St.

5:30 PM – 9:00 PM
Paint & Sip
High Peaks – Sentinel

7:00 PM – 11:00 PM
Regional Coordinators Celebration

- **DJ, Dancing, Photobooth**
Crown Hotel – Olympic Room
- **Bowling, Karaoke, Fun**
Big Z's, 2750 Main St.
- **Lake Placid Olympic Museum & "Miracle on Ice" Screening**
2634 Main St.
Meet at the museum at 7:30
and we'll walk to the Palace
Theater for the movie at 9.
Free admission, popcorn, drink.



Tuesday, October 21

Proposed Agenda

Delegates are encouraged to wear pink today to honor Breast Cancer Awareness Month.

7:00 AM – 7:45 AM

Zumba
Hampton Inn

7:30 AM – 8:45 AM

Sergeants, Tellers, Timers Assignments
/Meeting Volunteer Breakfast (Session 2)
Olympic Center – 3rd floor, Lookout

7:30 AM – 9:30 PM

PEF Headquarters Office Open
Olympic Center – Legacy Room

7:30 AM – 8:45 AM

Health and Safety Breakfast
High Peaks – McEntyre

8:00 AM – 5:00 PM

Delegate Registration Open
Olympic Center – 2nd floor, foyer

8:00 AM – 11:00 AM

Exhibitor Area Open
Olympic Center – Ballroom

9:00 AM – 1:00 PM

Plenary Session
Olympic Center – 1932 Ice Rink

Pledge of Allegiance

Petty Officer Third Class
Veronica Warren, U.S. Navy

National Anthem

Barbara Fahey, OASAS, Region 8

Credentials Committee Report

Credentials Committee Chair
Monica Moore

Remarks

AFT President Randi Weingarten
NYS AFL-CIO President Mario Cilentio
Statewide President, PEF Retirees, Jim Carr

Secretary-Treasurer's Report Followed by Q&A

Secretary-Treasurer Joe Donahue

Trustees Report

Muriel Hardy-Lee, Kelly Nadeau,
Radhakrishna Mohan

Resolutions

1:00 PM – 3:00 PM

Lunch on Your Own

1:00 PM – 3:00 PM

Candle Making Activity
Pure Placid – 2470 Main St.

1:15 PM – 2:30 PM

Workshops

- **Building an Engaged Membership**

Golden Arrow

- **Member Input and Ideas for the Next Contract**
Crown – Olympic A
- **Mapping (AFT/Organizing)**
Olympic Center – Room B
- **Understanding the Federal Budget & Its Impact on NYS /Why Politics Matter**
High Peaks – Sentinel
- **The Current State of New York State's Civil Service**
High Peaks – Great Range

1:15 PM – 2:30 PM

Departmental Meetings

- **SED**
Olympic Center – Gore
- **OCFS**
Olympic Center – North Elba
- **OGS**
Grand Adirondack – Parlor
- **OMH**
Olympic Center – Roamers
- **Tax & Finance**
Olympic Center – Whiteface
- **OTDA**
Olympic Center – Intervale
- **Veterans' Luncheon**
Grand Adirondack – Great Room

3:00 PM – 5:00 PM

Plenary Session

Olympic Center – 1932 Ice Rink

Remarks

New York State Attorney General
Letitia James

Constitutional Amendment

COPE Report

COPE Coordinator
Don Morgenstern

State/Federal Legislative Agenda

PEF Vice President Randi DiAntonio

Resolutions

5:00 PM – 7:00 PM

Dinner on Your Own

5:15 PM – 7:00 PM

Committee Meetings

- **Women's Committee**
Bluebird Hotel – Great Room
- **Caribbean Committee**
High Peaks – Board Room
- **Black Caucus**
Olympic Center – Van Hoevenberg
- **Pride Committee**
Olympic Center – Gore
- **Indo-American Committee**
Olympic Center – Whiteface

5:30 PM – 7:30 PM

Candle Making Activity

Pure Placid – 2470 Main St.

5:30 PM – 7:30 PM

Line Dancing

Hampton Inn

5:30 PM – 9:00 PM

Paint & Sip

High Peaks – Sentinel

7:30 PM – 11:00 PM

Bowling

Big Z's, 2750 Main St.

7:00 PM – 11:00 PM

Farewell Dance

Olympic Center – Ballroom



Wednesday, October 22

Proposed Agenda

7:30 AM – 1:00 PM
PEF Headquarters Office Open
Olympic Center – Legacy Room

7:30 AM – 1:00 PM
Luggage Storage
Olympic Center – North Elba

8:30 AM – 11:30 AM
Delegate Registration Open
Olympic Center – 2nd floor, foyer

9:00 AM – 11:30 AM
Plenary Session
Olympic Center – 1932 Ice Rink

Pledge of Allegiance
First Sgt. Fitzgerald Drummond,
U.S. Army

National Anthem

Credentials Committee Report
Credentials Committee Chair
Monica Moore

PEF Community Outreach
Region 7 Coordinator
Barbara Stransky

Resolutions

Solidarity Forever!

11:30 AM
Departure



Community Outreach 2025: Gouverneur Breast and Ovarian Cancer Fund

Every penny donated to the Gouverneur Breast and Ovarian Cancer Fund goes to help someone who is facing the long road from diagnosis to recovery from breast or ovarian cancer in St. Lawrence, Jefferson, Lewis, and Franklin Counties, New York.

All funds donated provide direct financial support to someone who is facing a diagnosis of breast or ovarian cancer and needs financial assistance during this challenging time. Your donation might help them pay their National Grid bill, or board their pet while they travel for treatment. You can have peace of mind that your donations will reach a friend, colleague, loved one, or neighbor.

Visit their website at: <https://www.gouverneurbreastovariancancerfund.com/>





Parliamentary Procedures At-A-Glance

TO DO THIS	YOU SAY THIS	MAY YOU INTERRUPT THE SPEAKER?	MUST YOU BE SECONDED?	IS THE MOTION DEBATABLE?	IS THE MOTION AMENDABLE?	WHAT VOTE IS REQUIRED?
Adjourn the meeting	"I move that we adjourn."	No	Yes	No	No	Majority
Recess the meeting	"I move that we recess until..."	No	Yes	No	Yes	Majority
Complain about noise, room temperature, personal affront, etc.	"Point of privilege"	Yes	No	No	No	No vote required; Chair decides
End debate	"I move the previous question" or "I move to close debate"	No	Yes	No	No	Two-thirds
Limit or extend debate	"I move that debate time be limited to..."	No	Yes	No	Yes	Two-thirds
Postpone consideration of something (to a definite time)	"I move we postpone consideration of this matter until..."	No	Yes	Limited; only the postponement itself is debatable	Yes	Majority
Have something studied further	"I move we refer this matter to..." (a committee, officers, board, other)	No	Yes	Limited; only the referral itself is debatable	Yes	Majority
Amend a motion	"I move to amend by..."	No	Yes	Yes	Yes	Majority

TO DO THIS	YOU SAY THIS	MAY YOU INTERRUPT THE SPEAKER?	MUST YOU BE SECONDED?	IS THE MOTION DEBATABLE?	IS THE MOTION AMENDABLE?	WHAT VOTE IS REQUIRED?
Kill main motion	"I move that the motion be postponed indefinitely"	No	Yes	Yes	No	Majority
Introduce business (a main motion)	"I move that..."	No	Yes	Yes	Yes	Majority
Enforce rules	"Point of order"	Yes	No	No	No	None
Challenge a ruling of the Chair	"I appeal the decision of the chair"	Yes	Yes	Varies	No	Majority or tie sustains
Suspend rules	"I move to suspend the rules which..."	No	Yes	No	No	Two-thirds
Demand standing vote	"I call for a division"	Yes	No	No	No	None
Parliamentary question	"Parliamentary inquiry" (see NOTES)	Yes (if urgent)	No	No	No	None
Ask an informational question	"Request for information"	Yes (if urgent)	No	No	No	None
Reconsider motion	"I move to reconsider the vote on..."	No	Yes	Yes, if the Motion to be reconsidered is debatable	No	Majority
Object to procedure or deviation from agenda	"Point of order" or "I call for the orders of the day"	Yes	No	No	No	Chair decides on procedural questions; two thirds vote necessary to override call for orders of the day
Object to considering some undiplomatic or improper matter	"I object to the consideration of this matter"	Yes	No	No	No	Two-thirds

NOTES: If you are unsure about how to deal with a particular matter, you may ask for the Chair's aid from a floor microphone by saying "Parliamentary Inquiry" or "I have a question..."

This chart is a reference summary of some common motions that can be made under the rules in Robert's Rules of Order (our parliamentary procedure authority). However, this chart is not a substitute for the Constitution and By-Laws, special procedural rules, parliamentary precedents, or the entirety of the rules contained in the latest edition of Robert's Rules of Order 12th Edition.

What do the colored lights at the microphones represent on the Plenary Floor?

GREEN – DEBATE

Used for making main motions, amendments, amendments to those amendments and procedural motions such as referrals.

RED – POINT OF ORDER

Possible violations of the approved agenda (order of business) or Convention or parliamentary rules.

YELLOW – INFORMATION

Used to ask a question to obtain information related to the business being considered. Not used for commentary, to give information, or to ask a rhetorical question.

BLUE – POINT OF PRIVILEGE

Used to address items such as environmental problems (heat, cold, dripping water), vicious personal attacks and noise issues. Not used to reply to or express disagreement with a previous speaker. PEF also uses this to offer congratulations on retirements, best wishes on medical recovery, and some other non-business purposes.



A Very Special Thanks to the Members of the PEF Convention Committee!

Darlene Williams | Chair, PEF Vice President, Region 10

Owen Byrne | Retiree

Stephanie Champagne | Region 7

Gwendolyn Culpepper | Region 11

Kenneth Ferro | Region 8

Sharon Lamb | Region 7

Margaret Ann Paczkowski | Retiree

Alison Rissing | Region 9

Brian Silva | Region 8

Shelby Wisneski | Region 2

Barbara Corse-Johnson | PEF Staff

Christine Pluviose | PEF Staff

Alexander Benson | PEF Staff

Ellen Gregory | PEF Staff

Thank you!



A Very Special Thanks to PEF Membership Benefits Program for organizing a wonderful vendor area for delegates, visitors, and staff!

Stephanie McLean Beathley | Administrator

Buffy Horan | Insurance Executive

Lori Amodio | Retiree Coordinator

Donna Lewis | Marketing Executive

Annmarie Bikowicz | Marketing Contract Specialist

Brian Rubin | Insurance Benefits Specialist

Nicole Toro | Graphic Artist

Thank You

