

Convention Program

Rooted Solidarity Rising Strength



PEF's 48th
Annual Convention



President's Welcome



Welcome, Delegates, to the 48th Annual PEF Convention in Niagara Falls! Thank you for taking time out of your busy lives to gather and conduct the business of this union.

For the next few days, you are the highest-ranking deliberative body of the Public Employees Federation. The decisions you make will guide this union in the year ahead. I am grateful for your service and thrilled to report that this is the largest Convention delegation since before the Covid pandemic. A growing union is a strong union, and PEF is on the move!

The PEF Convention Committee and I have worked hard to plan an engaging agenda, but we have also made sure to give you time in the schedule to meet and socialize outside of formal events. I encourage you to take advantage of that time. Meet a new delegate, share a best practice, and you just might make someone's job working for New York State a little bit better.

There are 40 resolutions to consider at this Convention, and I know how important debating and voting on those are to the delegation. We have limited the guest speakers to allow you time to do that work.

I look forward to addressing the body on October 19 in my 12th State of the Union as PEF President. Thank you for your continued confidence in me and your commitment to this union. I wish you all an impactful and productive Convention!

In unity,

Wayne Spence
PEF President



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PEF Statewide Officers



Wayne Spence
(DOCCS)
President



Joe Donahue
(Tax & Finance)
*Secretary-Treasurer
(Retired)*



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

Gregory Deiulio

Allegheny County

Carrie Hoopes

Audit & Control

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

Department of Corrections & Community Supervision

Catherine Adams, Laura Cloidt,
David Downing, Christopher Dunham,
Gabriela Franklyn, Lori Greenizen,
Robert Hodson, David Mosier, Tanya Oliver,
Wayne Spence, Shaun Wentland

Department of Financial Services

Hesham El-Meligy, Francis McIntyre

Department of Health

Susan Billi, Steven Brooks,
Margaret Dobbins, Cortney Edwards,
Myron Getman, Kimberly Jensen

Department of Labor

Scarlett Ahmed, William Clingersmith,
Scott Hektor, Laurie Kail

Department of Law

Timothy Bopp, Tamara Martin

Department of Motor Vehicles

Heidi Bazicki

Department of Public Service

Sangeetha Kailas

Department of State

Francis (Nick) McAndrew

Department of Transportation

Matthew Balling, Brian Decker,
Mamadou Diallo, Christopher Jordan,
Gustavo Santos, Jessica Schrufer,
Corinne Testa, Scott Wendt

Economic Development

William Ferguson

Education

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

Environmental Conservation

Keith Browne, Bruce Giddings,
Erik Latremore, Kaleb Winters

Higher Education Services Corporation

Kristina Tereburke

Homeland Security

Samuel Maxsween

Human Rights

Eric Stephens

**Office of Addiction Services
& Supports**

Barbara Fahey

Office of Children & Family Services

Ross Dorsey, Lise Maloney, Donald O'Shea,
David Takor

**Office for People with
Developmental Disabilities**

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

Office of General Services

Richard E. Vehlow

**Office of Information
Technology Services**

Mario Chiarello, Heather Craven, Biswajit Datta,
George Howard, Andrew Michela, Reissa Sookraj

**Office of the Medicaid
Inspector General**

Matthew Myers

Office of Mental Health

Carl Ankrah, Rudy Arias,
Indermattie Balkaran, Harold Brewster,
Vincent Ciatello, Gina Corona,
Marie Denis, Alexandre Donascimento,
Albert Famularo, Ivan Giannou,
Bernadette O'Connor, Shaquana Perry,
Angela Reh, Leticia Rivera, Nicole Tarson,
Darlene Williams

**Office of Temporary
& Disability Assistance**

Pamela August, Germaine Greco,
Jill Poeller, Scott Staub

**Parks, Recreation
& Historic Preservation**

Elizabeth (Denise) Martin

Roswell Park

Rebecca Deitzer, Yatram (Bruce) Jagroop,
Kathryn Schultz

Retiree Representative

Robert Harms

State Insurance Fund

Charles Browning, Kevin Dobies,
Kenneth Johnson, Radhakrishna Mohan

SUNY

Rachel Amodio-Kopp, Barbara Coniglio,
Grace Felix, Juanita Hicks, Heather Kammerer,
Brittany Lacik, Amy Lee Pacholk, Joan Rosegreen

Tax & Finance

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

Veterans Affairs

Joseph Moynihan

Workers' Compensation Board

Scott Avidon

Respiratory Illness Safety for the PEF 2026 Convention

PEF follows New York State, CDC and public health guidelines and requirements during Convention, including any federal, state and local requirements (such as Niagara County, the Niagara Falls Convention Center, hotels and other event facilities).

The health and safety of PEF delegates and staff is of utmost importance to us. The CDC respiratory illness guidelines below are recommended at all Convention events and areas, including PEF-provided buses, registration, plenary sessions, workshops, meetings and receptions.

- Common respiratory viruses include COVID-19, influenza (flu) and RSV (respiratory syncytial virus).
 - Symptoms can include fever, chills, fatigue, cough, runny nose, sore throat and headache.
1. **Masking is optional** at all PEF events and areas, unless the facility states otherwise.
 2. **Hand washing and sanitizing:** Delegates are strongly encouraged to wash hands often (at least 20 seconds with soap and water) and to use hand sanitizer containing at least 60% alcohol. Cover coughs and sneezes with a tissue or your elbow.
 3. **If you have symptoms of a respiratory illness (such as COVID-19, flu or RSV) or have tested positive for a respiratory virus:**
 - a. If you are sick with respiratory virus symptoms, you **should not** attend Convention activities until BOTH of the following 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 medication.
- b. After returning to activities, 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 covering coughs and sneezes;
 - iii. Improving indoor airflow and ventilation whenever possible;
 - iv. Considering testing before close contact with people at higher risk of severe illness; and
 - v. If your fever returns or symptoms worsen, staying home again and returning once you again meet the criteria above, followed by another five (5) days of added precautions.
- c. If you test positive but do not have symptoms, you may attend, and should take the added precautions in (b) for the next five (5) days.

If You Become Symptomatic at Convention

1. Isolate right away (self-test for COVID-19 and flu, if available).
2. Contact PEF HQ at the Niagara Falls Convention Center.
3. Call your primary care provider.
4. If you test positive, PEF will help you with transportation home.

Seek medical care promptly if you are at higher risk for severe illness or have worsening symptoms such as trouble breathing, chest pain or confusion.

Please note: The CDC no longer recommends fixed quarantine periods like those used earlier in the COVID-19 pandemic. Current guidance is based on symptoms: stay away from others while sick and take added precautions as you recover.

Questions

For questions about these respiratory illness measures, contact the PEF Health and Safety

Department at HealthAndSafety@pef.org (subject line: "Convention Respiratory Illness Protocols"). You may also visit the CDC's "Preventing Spread of Respiratory Viruses When You're Sick" page: <https://www.cdc.gov/respiratory-viruses/prevention/precautions-when-sick.html>

If you have medical questions or concerns, 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, and appointed volunteers.
- 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 PM – 7:00 PM
*Late Arrival Registration 7:00 – 9:00 PM (NFCC, Grand Foyer)
- **Monday:** 8:00 AM – 5:00 PM (NFCC, Grand Foyer)
- **Tuesday:** 8:00 AM – 5:00 PM (NFCC, Grand Foyer)
- **Wednesday:** 8:30 AM – 11:00 AM (NFCC, Grand Foyer)

Admission to Sessions and Events

- PEF-issued photo credentials 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, and New Delegate Orientation. Non-delegates may not be admitted or may be asked to leave a meeting or session if seating is limited in the meeting room. Resolutions Committee meetings and Workshops are limited to Delegates only.

Assistance During the Convention

The PEF Convention Headquarters Office is located in the Business Center at the NFCC.

If you have a non-medical Convention-related emergency after the hours listed below, call the PEF Convention Hotline at (838) 295-7665 or (838) 295-7639.

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



Local Area Information

Hospital / Emergency Services

- **Niagara Falls Memorial Medical Center:**
621 10th St Niagara Falls, NY 14301
(716) 278-4000
- **WellNow Urgent Care:**
7432 Niagara Falls Blvd,
Niagara Falls, NY 14304
(716) 371-4260

Pharmacy

- **Walgreens:**
1202 Pine Ave, Niagara Falls, NY 14301
(716) 285-0286

Store Hours:

Every day: 9 AM – 9 PM

Pharmacy Hours:

Monday–Friday: 9 AM – 9 PM

Saturday: 9 AM – 6 PM

Sunday: 10AM – 6 PM

Closed: 1:30–2 PM for Lunch

Banking

- **M&T Bank:**
750 Main St, Niagara Falls, NY 14301
- **Bank of America:**
542 Main St, Niagara Falls, NY 14301
- **Nearest Broadview FCU Location:**
3155 Niagara Falls Blvd., Buffalo, NY 14228

Niagara Falls Area Information

For more information about services, shopping and dining in the Niagara Falls area, go to Niagara Falls USA Official Visitor Center: <https://www.niagarafallsusa.com> or call: (877) 325-5787

Entry into Canada

US citizens visiting Canada will be required to present one of the travel documents listed here:

- U.S. Passport
- U.S. Passport Card
- Enhanced Driver's License
- Trusted Traveler Program Cards (NEXUS, SENTRI or FAST enrollment cards)
- Special Audiences (Special documents for U.S. Lawful Permanent Residents, U.S. Military, Native Americans, and Boaters; birth certificates for children under the age of 16)

For more information on border requirements and travel documents, please visit the Canada Border Services website at: <https://cbsa-asfc.gc.ca>



Transportation

Shuttle Buses

Shuttles will run between all hotels and the Niagara Falls Convention 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.

- PEF volunteers 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.**

Shuttle Schedule

Saturday: No Shuttle buses.
Sunday: 10:00 AM – 11:45 PM (Last pick-up)
Monday: 7:00 AM – 11:45 PM (Last pick-up)
Tuesday: 7:00 AM – 11:45 PM (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 bus, train, or plane must bring their luggage to the Niagara Falls Convention Center on Wednesday morning. Luggage will be placed in the Cataract Room on the first floor of the Niagara Falls Convention Center until the Convention ends.**

Special Programs & Events

See Niagara Falls Lit up in PEF Blue & Yellow!

Sunday, Oct. 18: 10:00 PM – 10:15 PM



The Niagara Falls Illumination Board will light up the falls in PEF blue and yellow for 15 minutes, so stop by for a photo if you're able or scan the QR code to watch a live cam!

If you consent to share photos on PEF social media or a future issue of the *Communicator*, please send them to Communicator@pef.org.

PEF Pop-Up Studio

NFCC, Tesla Room

(Down the hall past the PEF Headquarters Office)

Sunday, Oct. 18: 12:00 – 5:00 PM

Monday, Oct. 19: 8:00 AM – 9:00 AM,
12:30 PM – 2:30 PM

Tuesday, Oct. 20: 8:00 AM – 9:00 AM,
12:30 PM – 2:30 PM

Stop by to record a short social media video with PEF Communications talking about what you do for New Yorkers and why you love your union!

Flu Clinic

NFCC, Grand Ballroom

Monday, Oct. 19: 10:00 AM – 2:00 PM

Anyone is welcome to stop by the flu clinic in the Exhibitor Area. No appointment is necessary to receive a vaccination, but be prepared to show your insurance card.

Show Your Badge Discounts



Various area restaurants, attractions, and retailers offer Convention attendees discounts if you show your badge during booking or at checkout. Scan the QR code for details!

Stay Connected at Convention with the PEF app!



Up to the minute schedules and room assignments will be reflected in the PEF Mobile App, which all delegates can download using their MIN number. Scan the QR code to look up your MIN and visit the App booth in the vendor area for additional assistance.

Keynote Address



Skye Perryman
*President & CEO,
Democracy Forward*

Named one of Time's 100 Most Influential People In The World in 2025, Skye Perryman is the President & CEO of Democracy Forward, a nonpartisan, national legal organization that promotes democracy and progress through litigation, regulatory engagement, policy education, and research. Under Perryman's leadership, Democracy Forward has played a leading role in inspiring courage and in protecting the American people from harmful and unlawful federal executive action. The organization has filed hundreds of legal actions, launched hundreds of investigations, and, through its Democracy 2025 initiative, organized the largest, most successful affirmative litigation effort against executive branch excesses in United States history.

Known for her strategic insight and impact-oriented leadership, Perryman has a track record of winning tough legal and policy battles, uniting diverse coalitions, inspiring the American public, and elevating voices that represent the fabric of our country to deliver results that improve the lives of millions. Over the course of her nearly two-decade legal career, Perryman has served in executive positions and has provided legal and strategic counsel to a broad range of clients and institutions.

As the Trump-Vance administration wages an assault on public education and the communities which depend on it nationwide, Democracy Forward is actively challenging those efforts, often alongside the American Federation of Teachers. They were the first to take action against the

president's plan to dismantle the U.S. Department of Education, and won a legal challenge to stop implementation of a "Dear Colleague Letter" that would have targeted schools that taught about racism.

Perryman is also a frequent guest lecturer and keynote speaker on matters at the intersection of law and policy. She has testified before the U.S. Congress and other expert bodies and her legal work has been cited by the U.S. Supreme Court as well as state supreme courts. Perryman appears on both network and cable television and her work and commentary is routinely covered in outlets such as The New York Times, NPR, NBC News, The Washington Post, Texas Monthly, The Houston Chronicle, MeidasTouch News, Legal AF, MS NOW, and CNN.

Perryman grew up in Waco, Texas, and is a proud product of K-12 public education. She holds a Bachelor of Arts in Economics and Philosophy magna cum laude from Baylor University where she was elected to Phi Beta Kappa and a Juris Doctor with honors from the Georgetown University Law Center where she served as an Editor for the American Criminal Law Review.

Her book *Ordinary People, Extraordinary Times: How to Reclaim Your Power, Fight for Freedom, and Reimagine Democracy* (Penguin Random House/Ten Speed Press) was published on August 25, 2026.

Guest Speakers



Randi Weingarten *President, AFT, AFL-CIO*

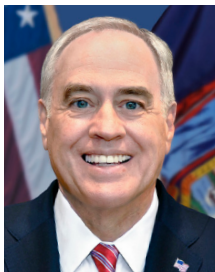
Randi Weingarten is president of the AFT, a union of 1.8 million teachers; paraprofessionals and school-related personnel; higher education faculty and staff; nurses and other healthcare professionals; local, state and federal government employees; and early childhood educators. The AFT is dedicated 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 the Democratic National Committee and 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.



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



Letitia James
*Attorney General
of New York*

Letitia “Tish” James is the 67th Attorney General for the State of New York. Born and raised in Brooklyn, she is a lifelong public servant with decades of experience advocating for New Yorkers. Elected in 2018, Attorney General James is the first woman of color to hold statewide office in New York and the first woman to be elected Attorney General.

Since taking office in 2019, Attorney General James has focused on lowering costs for working families, ensuring bad actors that break state laws are held accountable, and protecting New Yorkers’ rights and safety. Attorney General James has secured more than \$9 billion from individuals and corporations who have taken advantage of New Yorkers, including more than \$3 billion from opioid manufacturers and distributors for their roles in the deadly opioid epidemic and more than \$70 million in settlements from neglectful nursing homes. Under her leadership, the Office of the Attorney General has taken over 9,500 guns off New York’s streets and has worked to stop the proliferation of ghost guns that harm our communities. Attorney General James has consistently led multistate coalitions to challenge unlawful federal actions when they threatened New Yorkers’ civil rights, health care access, and the rule of law.

Attorney General James has championed legislation in Albany to protect New York consumers,

including The FAIR Business Practices Act, which cracks down on predatory lenders, abusive debt collectors, and dishonest mortgage providers. She has strengthened homeowner protections by spearheading legislation to hold deed thieves accountable. Thanks to Attorney General James’ legislative advocacy, New York is leading the nation in protecting children’s mental health online.

Prior to being elected Attorney General, Attorney General James was 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, Attorney General James 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.

Prior to serving as Public Advocate, Attorney General James represented the 35th Council District in her beloved Brooklyn on the New York City Council for ten years. As a council member, she passed the Safe Housing Act, legislation that forced bad landlords to improve living conditions for tenants in New York City’s worst buildings. Before her election to the City Council, Letitia James was head of the Brooklyn Regional Office of the New York State Attorney General’s Office.

Attorney General James began her career as a public defender at the Legal Aid Society. She is a graduate of Lehman College and Howard University School of Law.



Denise Abbott
*President, Western New York
Area Labor Federation*

Denise Abbott is the President of the Western New York Area Labor Federation, AFL-CIO. She previously served as the President of the Buffalo Central Labor Council. She continues to serve as the

Health & Safety Director for CWA Local 1168, which represents healthcare workers across Western New York.

For more than 23 years, she has worked for Kaleida Health as an ED RN at DeGraff Memorial Park Hospital. She is the first woman to lead the WNYALF, which represents 140,000 union members across six counties and encompassing four Labor Councils.



Sunday, October 18

Proposed Agenda

8:30 AM – 5:00 PM

PEF Retirees Executive Board Meeting

NFCC, Castellani Museum Room

11:00 AM – 9:30 PM

PEF Headquarters Office Open:
Delegate issues or concerns (Housing, etc.)
NFCC, Business Center

12:00 PM – 5:00 PM

Exhibitor Area Open
NFCC, Grand Ballroom

12:00 PM – 7:00 PM

Delegate Registration Open
NFCC, Grand Foyer

1:00 PM – 5:00 PM

Hospitality Room Open
Sheraton, Jade Room

4:00 PM – 5:00 PM

- Sergeants, Tellers & Timers
Mandatory Training
NFCC, Cataract Room
- Credential Committee Meeting
NFCC, Olmsted Room
- New Delegate Orientation
Tammy Carney and Janna Herchenroder,
PEF Training Specialists
NFCC, Governor's Amphitheater

4:15 PM – 5:15 PM

State/Federal Legislative Review
NFCC, Whitney Room

5:30 PM – 7:30 PM

Resolution Committee Meetings
NFCC Rooms

• **Workplace Issues**

Region 8 Coordinator Danielle Bridger
and Region 4 Coordinator Monica Moore
Governor's Amphitheater Room

• **Civil Service/Contract Issues**

Region 6 Coordinator Christopher Dunham
and Region 9 Coordinator Gabriela Franklyn
Olmsted Room

• **Membership Engagement /Legislative Issues**

Region 10 Coordinator Tamara Martin
and Region 11 Coordinator
Bernadette O'Connor
Red Jacket Room

• **PEF Internal Issues**

Region 3 Coordinator Leisa Abraham
and Region 12 Coordinator Corinne Testa
Porter/DeVeaux Rooms

• **Domestic & World Issues**

Region 2 Coordinator Shelby Wisneski
and Region 7 Coordinator Barbara Stransky
Whitney Room

7:00 PM – 9:00 PM

Late Arrival Registration
NFCC, Grand Foyer

8:00 PM – 10:30 PM

President's Reception
Doubletree Hotel, River's Edge Ballroom, 2nd Floor
Remarks by NYS Comptroller
Thomas P. DiNapoli



Monday, October 19

Proposed Agenda

7:00 AM – 7:45 AM

Zumba

Sheraton, Prospect/Cobalt Room

7:30 AM – 8:45 AM

Sergeants, Tellers, Timers Assignments

Meeting & Volunteer Breakfast

NFCC, Cataract Room

7:30 AM – 7:00 PM

PEF Headquarters Office Open

NFCC, Business Center

8:00 AM – 5:00 PM

Delegate Registration Open

NFCC, Grand Foyer

8:00 AM – 5:00 PM

Exhibitor Area Open

NFCC, Grand Ballroom

8:30 AM – 5:00 PM

PEF Retirees Executive Board Meeting

NFCC, Castellani Museum Room

9:00 AM – 12:30 PM

Plenary Session

NFCC, Events Center

Pledge of Allegiance

Christopher Buman, Department of Taxation
& Finance, Sergeant, U.S. Marine Corps

National Anthem

Whitney Houston, Super Bowl XXV
in Tampa, Fla., Jan. 27, 1991

Welcome Remarks

Western New York Area Labor Federation
President Denise Abbott

Safety/Security Briefing

Keith Browne, Stephanie Champagne,
Bruce Jagroop, Alison Rissing

Host Region Remarks

& PEF Community Outreach

Ronald McDonald House of Western
New York, Region 1 Coordinator
Vincent Cicatello

Credentials Committee Report

Credentials Committee Chair
Monica Moore

Introduction of Officers, Trustees & Regional Coordinators

Convention Chair
& PEF Vice President
Darlene Williams

Invocation

Elder Jesse W. Martin, Jr., Chaplain,
Montrose Veterans' Home

In Memoriam

Tribute to PEF President Roger E. Benson
followed by honoring active and retired
members who passed away this year

PEF Code of Conduct

Region 8 Coordinator Danielle Bridger

Adoption of the Rules
Adoption of the Order of Business
Convention Chair
& PEF Vice President
Darlene Williams

Remarks
AFT President Randi Weingarten

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

Resolutions

12:30 PM – 2:30 PM
Lunch on Your Own

12:30 PM – 2:30 PM
Departmental Meetings

- **DOCCS Nurses**
Sheraton, Ruby Room
- **DOH**
NFCC, Olmsted Room
- **DOL**
Sheraton, Jade Room
- **DOT**
NFCC, Governor's Amphitheater
- **ENCON**
NFCC, Schoellkopf Room
- **OASAS/OMH/OPWDD**
Sheraton, Diamond & Sapphire Ballroom
- **OGS/DHSES**
NFCC, Taylor Room
- **OSC**
NFCC, Whitney Room
- **OCFS/OTDA**
NFCC, Porter/DeVeaux Rooms
- **SED**
Sheraton, Prospect/Cobalt Room
- **SUNY**
NFCC, Red Jacket Room
- **Roswell Park/Canal Corp.**
Sheraton, Opal Room

3:00 PM – 5:00 PM
Plenary Session
NFCC, Events Center

Keynote Speaker
Democracy Forward President
& CEO Skye Perryman

Resolutions

5:00 PM – 7:00 PM
Dinner on Your Own

5:15 PM – 6:15 PM
Departmental & Committee
Meetings

- **PEF Caribbean Committee**
NFCC, Red Jacket Room
- **PEF Hispanic Committee**
LCLLA Training – An Injury to One is an Injury
to All: Standing with Immigrant Workers
NFCC, Olmsted Room
- **PEF Indo-American Committee**
NFCC, Cataract Room
- **PEF Pride Committee**
NFCC, Castellani Museum Room
- **DFS**
NFCC, Taylor Room
- **DOCCS**
Sheraton, Crown Jewel Ballroom
- **OCFS**
NFCC, Whitney Room
- **OITS**
NFCC, Governor's Amphitheater
- **SIF**
Hard Rock Café



Tuesday, October 20

Proposed Agenda

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

7:00 AM – 7:45 AM

Yoga
Sheraton, Prospect/Cobalt Room

7:30 AM – 8:45 AM

Sergeants, Tellers, Timers Assignments
Meeting & Volunteer Breakfast
NFCC, Cataract Room

7:30 AM – 9:30 PM

PEF Headquarters Office Open
NFCC, Business Center

7:30 AM – 8:45 AM

Health & Safety Breakfast
Sheraton, Diamond & Sapphire Ballroom

8:00 AM – 5:00 PM

Delegate Registration Open
NFCC, Grand Foyer

8:00 AM – 11:00 AM

Exhibitor Area Open
NFCC, Grand Ballroom

9:00 AM – 12:30 PM

Plenary Session
NFCC, Events Center

Pledge of Allegiance

Catherine Adams, Senior Parole
Officer, DOCCS, Corporal,
U.S. Marine Corps Reserves

National Anthem

The Chicks, Super Bowl XXXVII
in San Diego, Calif., Jan. 26, 2003

Credentials Committee Report

Credentials Committee Chair
Monica Moore

Remarks

SEIU President April Verrett (recorded greeting)
NYS Attorney General Letitia James
PEF Statewide Retirees President Jim Carr

Office of the Secretary-Treasurer's Report Followed by Q&A

Vice President Randi DiAntonio

Trustees Report

Muriel Hardy-Lee, Kelly Nadeau,
Radhakrishna Mohan

Resolutions

12:30 PM – 2:30 PM

Lunch on Your Own

12:30 PM – 2:30 PM

Departmental Meetings

- **Executive Agencies**
NFCC, Porter/DeVeaux Rooms
- **OASAS**
NFCC, Taylor Room
- **PEF Hispanic Committee**
LCLAA Training – Our Voice on the Job
& at the Ballot Box: Let's Get Vote Ready!
NFCC, Olmsted Room
- **Taxation & Finance, Gaming**
Sheraton, Prospect/Cobalt Rooms

Veterans' Luncheon

Sheraton, Jade Room

Nurses' Luncheon

NFCC, Cataract Room

3:00 PM – 5:00 PM

Plenary Session

NFCC, Events Center

COPE Report

COPE Coordinator

Don Morgenstern

State/Federal

Legislative Agenda

PEF Vice President Randi DiAntonio

Resolutions

5:15 PM – 6:30 PM

Workshops

- **Not Part of the Job: What to Do After a Workplace Assault**

NFCC, Red Jacket Room

Being assaulted is not part of the job. When it happens, members need to know what to do, and union leaders need to know how to help. This workshop walks through the process from the moment an assault occurs through reporting, the criminal case, and recovery. It covers protecting evidence, reporting to your employer, making a police report, working with the District Attorney's office, orders of protection, and the benefits and supports available to members. PEF leaders will learn how to support and guide a member through each step, what to say, and what to avoid.

- **Using Your Contract: Overlooked Benefits in the NYS-PEF Agreement**

NFCC, Governor's Amphitheater Room

This workshop explores some of the lesser-utilized benefits available to PEF members, particularly in the PS&T bargaining unit. Topics range from parking and educational benefits to programs designed to save members money toward their health insurance premiums and other costs. In addition to learning about these benefits, there will be opportunities to discuss with other members about how they utilized them. Participants

will leave this workshop with a better understanding of underutilized contract benefits and specific ways to take advantage of them.

5:15 PM – 7:00 PM

Departmental Meetings

- **OPWDD**

NFCC, Porter/DeVeaux Rooms

- **OMH**

NFCC, Cataract Room

7:00 PM – 11:00 PM

Farewell Dance & Regional Coordinator Event

This year's end-of-Convention party has a Harvest Fest theme. Come in your best fall finery or dressed as your favorite union leader and there will be prizes for best costumes!

At registration, Delegates will receive 2 drink tickets and 1 meal ticket for a meal from a food truck on Old Falls Street outside the NFCC.



Wednesday, October 21

Proposed Agenda

7:00 AM – 1:00 PM

Luggage Storage
NFCC, Cataract Room

7:30 AM – 8:45 AM

Sergeants, Tellers, Timers Assignments
Meeting & Volunteer Breakfast
NFCC, Porter/DeVeaux Rooms

7:30 AM – 1:00 PM

PEF Headquarters Office Open
NFCC, Business Center

8:30 AM – 11:00 AM

Delegate Registration Open
NFCC, Grand Foyer

9:00 AM – 11:30 AM

Plenary Session
NFCC, Events Center

Pledge of Allegiance

Yatram Bruce Jagroop, Roswell Park
& PEF Veterans' Committee,
Command Sgt. Maj. (Ret.),
NYS Division of Military & Naval
Affairs, New York National Guard

National Anthem

Chris Stapleton, Super Bowl LVII
in Glendale, Ariz., Feb. 12, 2023

Credentials Committee Report

Credentials Committee Chair
Monica Moore

PEF Community Outreach

Region 1 Coordinator
Vincent Cicatello

Resolutions

Solidarity Forever!

11:30 AM

Departure

Community Outreach 2026: 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.

All funds donated by delegates will go to the Ronald McDonald House of Western New York to make the lives of families with children who are ill or injured just a little bit easier.

"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."

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."

Here in PEF 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.

Region 1 has a fundraising goal of \$7,500 for Convention 2026. PEF has set up a direct link for donations at <https://bit.ly/PEF-RMHWNY> or scan the QR code below.



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

Keith Browne | Special Member, Region 9

Stephanie Champagne | Region 7

Gwendolyn Culpepper | Region 11

Kenneth Ferro | Region 8

Margaretann Paczkowski | Retiree

Alison Rissing | Region 9

Michele Rosello | Region 11

Brian Silva | Region 8

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

Cassandra Rhodes | Marketing & Events Executive

Annmarie Bikowicz | Marketing Contract Specialist

Brian Rubin | Insurance Benefits Specialist

Nicole Toro | Graphic Artist

Ryan Gilligan | Insurance Benefits Associate

Maddie Lander | Digital & Social Media Marketing Specialist

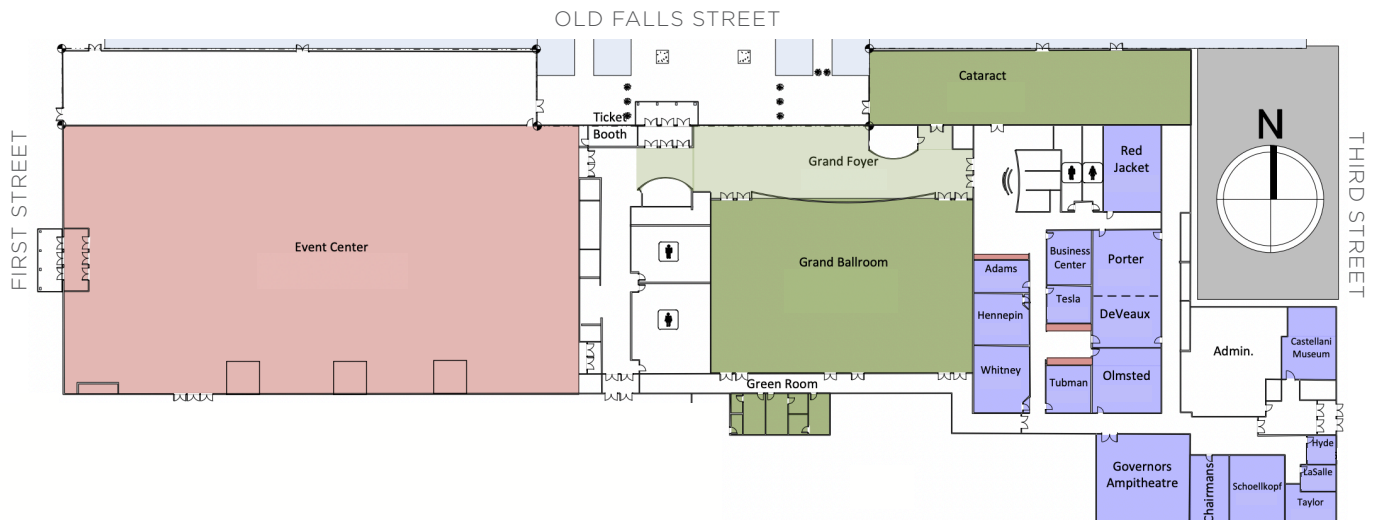
Gabrielle Groves | Marketing Assistant

Thank you!

Map – Niagara Falls Conference & Event Center

Niagara Falls Convention Center

F A C I L I T I E S M A P



CONVENTIONCENTER

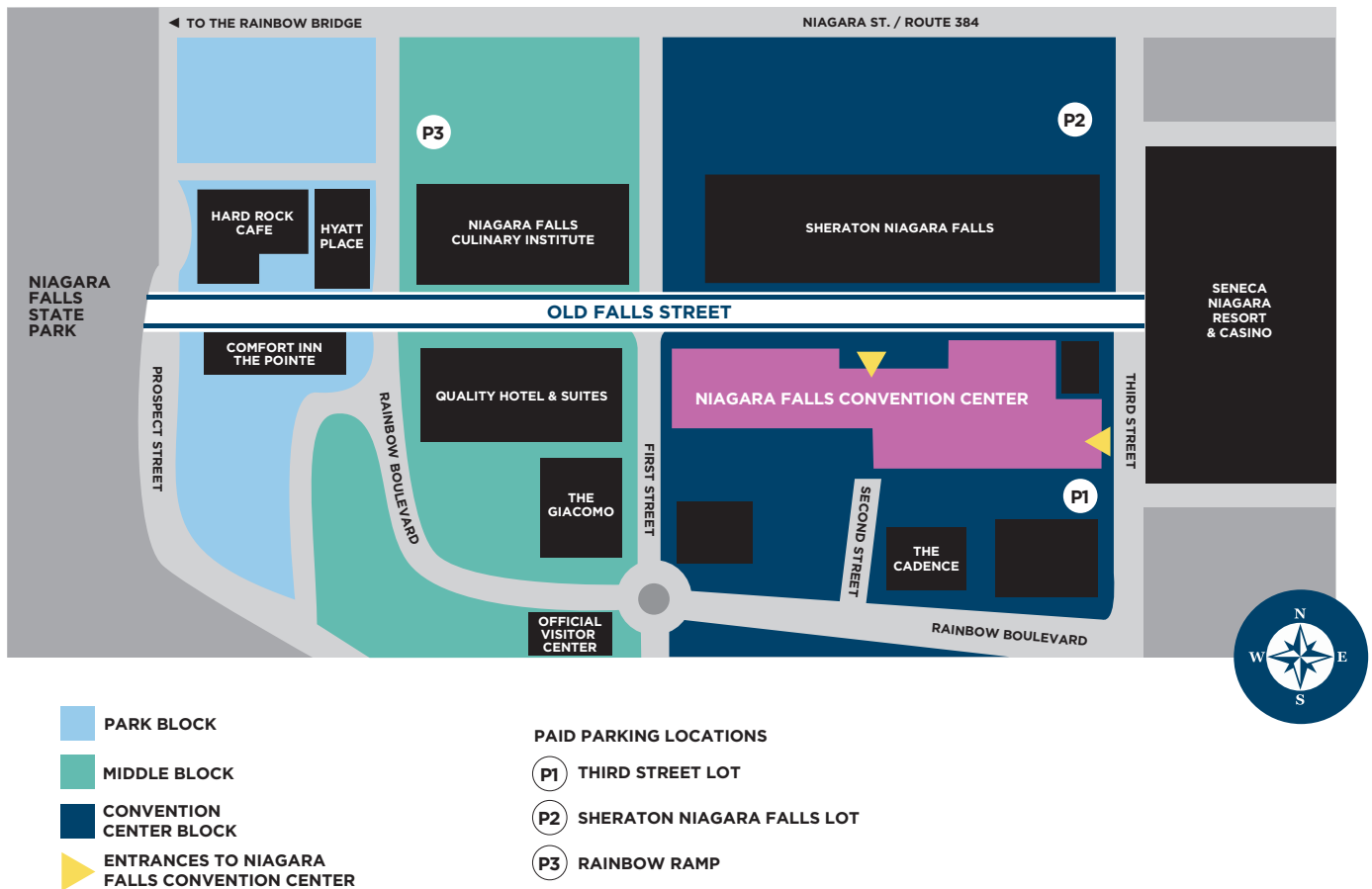
Niagara Falls Convention Center | 101 Old Falls Street | Niagara Falls, NY 14303 | p: 716.278.2100 f: 716.278.0008 | nfconventioncenter.com

Parking Map – Niagara Falls Conference & Event Center

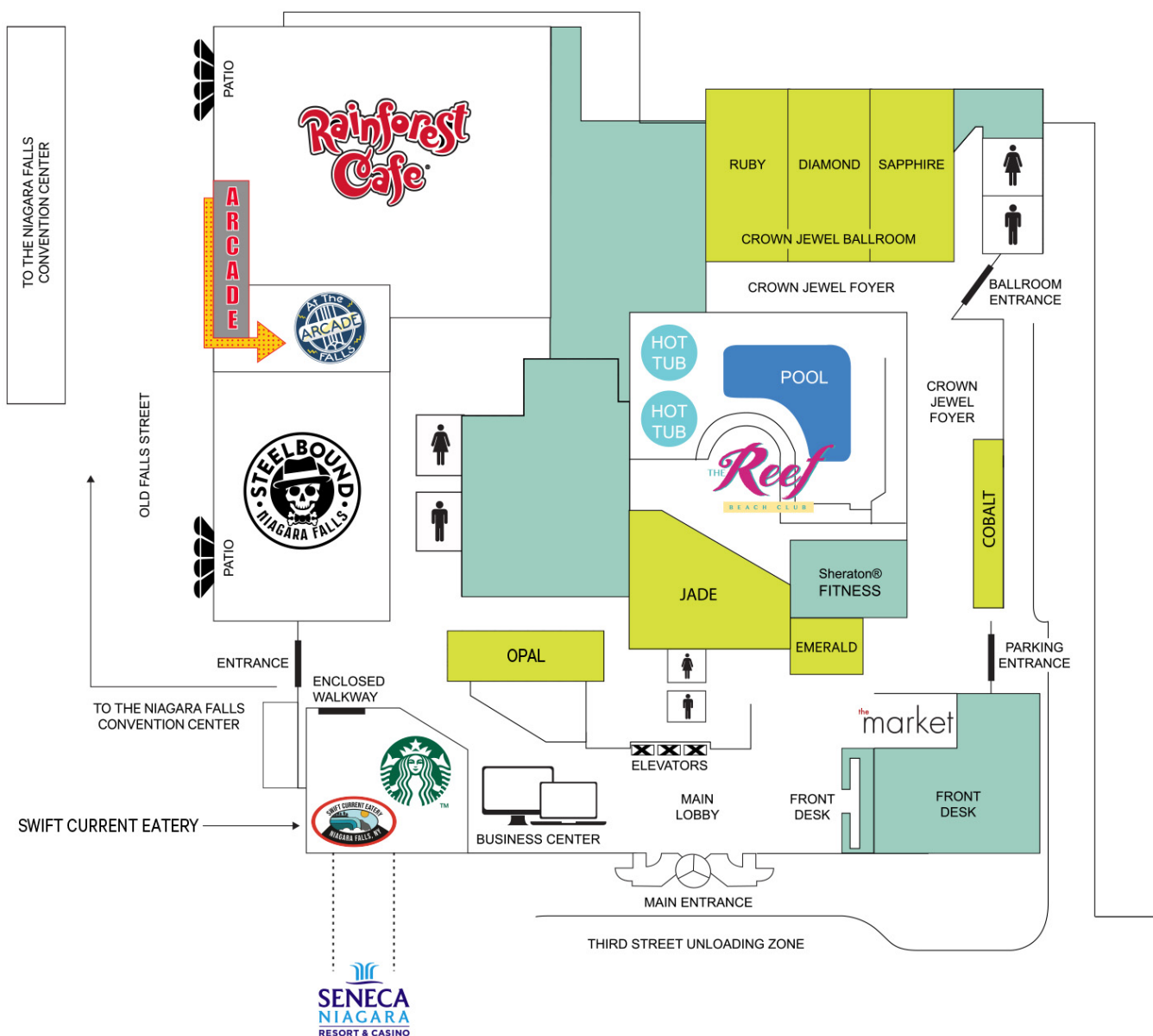


CONVENTION
CENTER

NIAGARA FALLS CONVENTION CENTER PARKING MAP



Map – Sheraton



Rooted
in
Solidarity
Rising
in
Strength

