

PEF/DOH
LABOR/MANAGEMENT Meeting
August 24, 2022

Attendance: Patricia Richardson, Kenny Ferro, Susan Billi, Patty O'Toole, Janice Trainer, Erica Baker, Robin, Danielle Bridger, Christina Capoola, Julianne Girad, Jessica DiPrima, Scott Crossman, Amy Hadly, Luke Rosell, Chris Leo Karen Callie, Diane Christensen, Jeanette Santos

DOH/PEF Labor/Management Meeting

DATE: Wednesday, August 24, 2022

TIME: 10am – 1pm

LOCATION: PEF (PUBLIC EMPLOYEES FEDERATION) Headquarters - 1168-1170 Troy-Schenectady Road, Latham, NY 12110 or Virtual/Web-Ex Meeting

AGENDA

I. General

1. What are the current FTEs? **3220**

What are the current PEF FTEs? **2508**

What are the targeted FTEs? **5984**

The Budget contained additional FTE's - What Division will they be filled?

Since Oct 1 Filled over 800 Positions. 564 increase 77% PEF represented. Talks about reversing tiers 5 and 6 management noted, most complaints are pension- people taking pay cuts to come to the state with no benefits. Management states it is a SW issue on retention

2. In the 2022 NYS Budget there was a Hazard bonus of \$3,000 for COVID front line workers. DOH employees were the first ones on the front line and when the bonus came out, we were not included. We would advocate that the employees that either volunteered or were ordered to participate be included. We are not sure how this can be accomplished but look to management for suggestions.

OMH OPWDD employees only DOH employees told to ask management- management will circle back.
Janice: what advice does DOH have? Management will circle back

3. Telecommuting **Dates/times needed to schedule meeting**

a. We are looking to start negotiating

b. How many people have Reasonable Accommodation to Telecommute? If possible, can you tell us when these RAs expire? **All dates given (Scott) depend on when they filed for an RA A lot expire end of September, they can request an extension they are to send RA email- Process to do all of this is on the DOH website or call the main line and they can send the link. Can this go on DOH news- Management will circle back.**

c. Has there been any thought of an extension? **Plan current until December**

d. We are concerned about Timekeeping. Reach out to employee relations they will handle/schedule meeting – Concerns on Microsoft teams using as timekeeping- Janice to have a conversation with management later

4. Scheduling of Grievances has become an issue; can you explain the procedure?

Was talked about at Thursdays meeting- Process: Grievance received management checks outlook calendars both member and their own- reach out to Janice and set up a time that works for all Virtually

5. We have previously asked, has the Global Address System identifiers for consultants and contractors been completed?

If not, where in the process are we, and when is the timeframe for completion?

Outlook email looking to reflect “under contract” on signature Management will Circle back

6. Can we have a list of current contracts DOH has? All current list on OPEN BOOK WEBSITE

Can you also tell us how many contract staff have access to DOH locations?

Did not know number thinking many would need IDS to enetr

7. Are titles other than Nurses and other direct care workers eligible for on-call pay or 2.5x overtime?

Would laboratory workers be eligible?

No indication to expand assigned LMVS

8. What is the state of the new public health laboratories which were going to be built pre-COVID?

Work continuing /actively moving forward had meetings 7/11 and 7/12 as they have information they will share as of today it is front and center

9. What elected, volunteer, or outside employment positions are Department of Health employees prevented from holding? Need more info on a case-by-case application process- asked to have a separate meeting

Is there a written policy forbidding participation in certain jobs apart from the normal ethical limitations and, if so, can you provide it?

Go through the process submit application they will determine- No revisions

10. Cell Phone accessibility in Biggs Labs has been decreasing to zero accessibility, is there a timeframe for when or if this will be corrected?

Send email to OMG@health.ny.gov it is a shared mailbox so they can fix the situation

11. Could we get a copy of the Lease Schedule? Available on open book but Jessica will provide

The expiring leases which ones will be renewed?

The leases that are not going to be renewed can you supply the new location for the offices?

Can we get PDFs of all leases?

II. Health and Safety

1. PEF would like to see management take a more active role in the process than they have in the past.
 - a. Chronic Health and Safety issues especially in Leased Buildings.

Was addressed at H&S Meeting mention of facilities and the filtration – was ask if they had a tracking sheet- this has not been shared prior

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III. Vets Homes

1. Can you give us an updated breakdown of the Nurses in both the Nurse 1 and Nurse 2 titles, and by each Home how many items are budgeted (by title) and how many are vacant?

Management needs to circle back

2. Can we get a copy of the OT reports for the homes? How many shifts were filled by OT?

Management needs to circle back

3. Could you please supply a copy of the Nurses Coverage Plan pursuant to Labor Law Section 167, for all the Vets Homes and Helen Hayes?

Management will provide a copy

4. Why is PEF not being allowed to access the Vet Home facilities. Is this applicable to all Vet Homes facilities, or specifically Batavia? Why? Please explain

CMS Guidelines given out- does not have the space to separate patients and Members/PEF staff

Asked To provide a map of facility- Management to circle back

IV. Civil Service

1. Are there any additional Titles being considered for the Nursing Geographical pay?

Actively reviewing and looking at levels

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2. While PEF appreciates all the hiring that has gone on and we realize that the PCO list was used to do a bunch of it, we are wondering what has been done to alleviate the confusion of traineeships and if a candidate is qualified for the positions they are interviewing for?

Management will investigate further training for clarification Training is taking place in September

3. Are you planning any title consolidations, title structure changes, reallocations or requests for salary differentials or increases in salary differentials for any PEF or M/C title? If you are planning such a request, please provide the titles involved and the rationale for the request.

Nursing titles under review Levels/Allocations in high demand more to follow when they have it trade titles no info currently. Improper practice changes pending

4. Are you planning to request that the Civil Service Commission approve any new non-competitive or exempt titles or any increase in the current allowable number of non-competitive or exempt titles for the agency? If you are planning such requests, please provide the unit in which such new or increased non-competitive or exempt title(s) will exist and the rationale for creating or increasing the number of such titles? **Data analyst title created 1234 No # of hiring known at this time. DOH keeping 18 23 and 27**

5. Do you have any pending request at the Division of Classification and Compensation regarding any PEF title? **Will investigate what Kenny handed out (email)**

Have some working through (half a dozen) working through with Civil Service. Nursing study is still working on what the titles will be

6. Since our last meeting, how many waivers have been filled? **600**

Does the Department have any Waiver Requests in at Budget? **No waiver requests**

If so, how many and for what items, titles, and grades?

Program sends to both finance and HR for review send to FMG

7. Does DOH have any outstanding Civil Service Test that a list has not been created for?

What titles are affected? **Program research Specialist/ITS**

When was the exam given?

More work needs to go into generating

8. Can PEF get a report on the number of Provisionals and what items they are in?

141 provisions working with C/S on exam planning – oct 22 and Nov 6 asked to receive wish list- answer no it is confidential

V. LABS

1. Are there titles which have been eliminated in the labs being used (exchanged?) to staff administrative or non-laboratory positions?

All positions reviewed through FMG relocations- no re-shift cannot answer Diane has not heard of any plans of shutting down

Are there plans to hire Research and Environmental Health Sciences staff in the labs?

What does the administration plan to do with programs which are in danger of shutting down due to poor staff retention and recruitment?

2. Are there any current employees who have passed the Peer Review that are awaiting promotion?

None pending will double check and circle back if you know of any please let management know they will look at people who have been over looked PEF: sit down meeting to review

VI. Geographic Increase for Nursing Titles

a. How many received the increase?

148 RN (Registered Nursing) required

b. Has there been any consideration on including other titles?

Yes, actively reviewing

c. The HSS3 Title is being used as a supervisory title for some of the Nursing titles that were included, has there been any consideration to include these folks?

Part of study being reviewed

d. How many people are in the HSS3 Title?

29

e. How many of those currently hold an RN License?

Info not required

f. How many are currently supervising other nurses?

Do not have information

g. Is it possible for them to retreat to a grade 22 in the series or take a demotion?

Apply for the position unless you have a hold

VII. Extraordinary OT

Can you update us on the status of extraordinary overtime for non-overtime eligible employees during the COVID pandemic?

No updates to provide

VIII. Proposed Next Meeting

February? Will discuss

(Note: Items regarding specific employees/members to be discussed with Janice/PEF separately.)

POLICY brought up that was not discussed with PEF on how to request time off NYS DOH Hospital program- PEF would like to schedule a time to talk about this