

# NYS DOT/PEF STATEWIDE LABOR/MANAGEMENT COMMITTEE MEETING

October 9, 2025, 9:30AM

Hampton Inn 45 British American Blvd, Latham, NY 12110

## **Old Business:**

### **I. Staffing Report – (Provided before the meeting)**

- a. PEF, CSEA, MC titles:
  - i. Consolidations
  - ii. Revisions
  - iii. Eliminations
  - iv. Reclassifications

#### **PEF:**

Did we build titles (27 AEs) off a list, or were they hired “off the street”?

PEF being told positions are filled that were never approved.

#### **Managements Response:**

*Assistant Engineers (AEs) were hired through NY Helps. The agency would have had to exhaust the list prior to posting those titles to NY Helps.*

- *All NY Helps titles posted are entry level positions.*

*PET has a promotional list – that list needs to be exhausted to make a Helps appointment.*

*SET is now an entry level position, assuming a candidate meets the minimum qualifications.*

*If you have questions on the hiring process, reach out to Lisa Snow.*

#### **PEF Follow-Up:**

Have any CS exams been given in the last 2 years? Was Assistant Engineer on that list?

#### **Managements Response:**

*Yes, exams have been held over the past 2 years. No, examination for AEs has been held in that time period.*

#### **PEF Follow-Up:**

The 187 new hires brought into MO and 159 out (transfers and separations) – is this indicative of a problem?

#### **Managements Response:**

The agency agrees that is a lot of losses and will look into it.

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#### II. Recruitment and Retention Committee Status

##### Managements Response:

*There was a recent meeting October 6, 2025, regarding engagement with SUNY programs. The program concept is to provide tuition assistance, loan assistance and sometimes full reimbursement dependent on the individuals time spent with DOT post-education.*

*The agency requests something in writing to present to the Commissioner. She is meeting with the Chancelor and will need some more detail (i.e. the title series you are looking to target, etc.).*

##### **PEF:**

Looking at staffing report numbers, there are a lot of transfers out. The number of individuals that have separated from DOT Main Office is alarming.

DOT does not offer competitive rewards to employees; so many have left for higher pay with contract agencies, etc.

Morale is down, people are unhappy, burnt out and looking for work elsewhere.

One potential solution: to help resident Engineer, bring in a Grade 24 to train and guide the less experienced Grade 20s. There are Grade 24s who are interested in working additional hours whether overtime or comp. time.

- Employees whose titles are overtime eligible have been told they can't take overtime. There is a lot of work to be done, but they can't do it. It would be nice to have some flexibility in scheduling to accommodate these individuals.

Recruitment Events: very few people have been in attendance. DOT needs to put more effort into getting the word out on these recruitment events to attract more potential applicants.

Does DOT management have any updates to provide on career mobility for Engineers and Maintenance having more opportunities for Grade 20s & 24s?

##### Managements Response:

It is still in progress.

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#### III. Telecommuting Agreement – Thank you.

##### Managements Response:

*No response provided.*

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#### IV. Salary Parity

- A. Consultant Contracts have shown the disparity between state employee salaries and consultant contract costs/employee.

##### Managements Response:

*No response provided.*

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#### V. Out Of Title Grievance Status – still some hanging out there over 1 yr.

- A. Sometimes there seems to be a disconnect between assigning the duties out of title, then saying they don't meet the criteria and denying the grievance.
- B. We understand the employee may refuse assignment and some have. Statewide, we have several employees filling SG 27 & 29 positions without a PE and doing a great job – maybe we should drop the PE requirement?

##### Managements Response:

*Management has about 20 OOT Grievances from PEF.*

- *One from December 2024.*
- *One from January 2025.*
- *One from February 2025.*

Management agrees with Labor that lack of subordinates on staff should not be a reason to deny employees whose job description requires employment supervision. There simply are not enough staff to supervise.

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- VI. **NYSDOT sought Geographic Pay Increases (GEO) for AE's, PE 1's and PE 2's** – they formerly requested GEO pay for CSEA employees in Maintenance Group as well as mechanics, EOI's, SEOI's and some other support group titles. Why were EIC's and others left out of the GEO's? At our last meeting, we discussed Commissioner approval of GEO's for MS 3's, but not CS 1's.

**PEF:**

Dave Snyder: Has management heard anything about geo-pay that was granted being redacted?

**Managements Response:**

*No, we have not heard anything about geo-pay being granted being rescinded.*

**PEF Follow-Up:**

A letter was sent to the Commissioner regarding Engineer in Charge (EIC) Geo-Pay and is awaiting response.

**Managements Response:**

*The Commissioner is working on it. All requests are on hold during the Civil Service Study.*

*When the last request went through for Engineers – it was professionals with a license.*

*That doesn't mean that in the future we can't provide justification as to why another position should be reviewed for salary upgrade. Everything is on hold with Civil Service until their Salary Study has concluded.*

**PEF Follow-Up:**

Rumor has it, the CS Study will not end until Summer 2026.

Someone provided justification to the Commissioner that one title was deserving of the geo-pay increase and other titles were not. Who made those justifications?

**Managements Response:**

We have been told by Civil Service not to submit any requests.

No one is saying certain titles are more deserving of an increase than others, but the agency feels their hands are tied until CS resumes accepting requests.

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### **Discussion in response item VI continued...**

#### **PEF Follow-Up:**

CS has provided reasoning as to why they did not approve the EICs for geo-pay at the same time they approved the MS 3s – since we are unable to submit any new requests and concerned of the Salary Study timeline, is it possible to question their previous determination?

Labor is concerned that EICs will leave state service or take a demotion in order to feel they are properly compensated.

#### **Managements Response:**

No, we cannot appeal Civil Services prior determination. However, the agency agrees that both departure and/or self-demotion of EICs is a concern.

Management is under the impression that this Civil Service Study will create a more holistic view on the current state salary structure. The results will presumably result in higher salaries that would negate the need for geo-pay.

At this time, Management can't control compensation, but they can control recruitment. That is where the agency has chosen to focus their time in the meantime.

- Ramping up internship Program.
- Additional recruitment.

If labor is aware of titles that are struggling to be filled, they should notify DOT HR. If labor has any ideas to expand recruitment to also notify DOT HR, they are always open to recruitment collaboration.

#### **PEF Follow-Up:**

Labor did send an explanation of PEF benefits to DOT so they may be shared as part of the Agencies recruitment plans.

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### **VII. NYS Thruway Authority contract grants overtime to SG 23's and 24's – same titles as NYSDOT – could exacerbate recruitment and retention for NYSDOT**

- A. Does NYSDOT support this for our employees? PEF is looking for support here.

#### **Managements Response:**

Yes, we will.

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**VIII. Intermodal Transportation Specialist 1's (ITS 1, Motor Carrier Safety) being promoted from Motor Carrier Investigators (MCI, CSEA) rather than Motor Vehicle Inspectors (MVI), even if the Motor Carrier Investigator is not on the list and the Motor Vehicle Inspector list is still active. We would respectfully request this title be added for upcoming exam.** This continues from last meeting\*

**Managements Response:**

*We are promoting MVIs, we have promoted multiple MVIs.*

**PEF Follow-Up:**

If we don't have enough individuals on a list, to labors understanding, we should have been able to canvass the next geographic region. If the neighboring list is still viable, why would we not consider interviewing those individuals rather than posting the title to NY Helps?

**Managements Response:**

The agency canvassed statewide, some responders were not willing to relocate. DOT filled the position in accordance with Civil Service rules. All Civil Service procedures were followed.

Intermodal Transportation Specialist 1 (ITS 1) is a Helps Title – when the NY Helps program ends and exam planning resumes, this will be a priority exam request for DOT. This round of exam request planning, state agencies were told that any requests for exams that are Helps titles would be rejected.

**PEF Follow-Up:**

ITS 1s are not entry level positions.

**Managements Response:**

NY Helps program is expected to end in June 2026. Promotional exams will still be utilized; however, the previous practice of entry level exams will no longer exist. A new process will be established utilizing a system that will rank and score entry level candidates.

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\* This item is closed and both parties agreed to remove it from the next SWLM agenda.

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- IX. Article 15 –** Request Statewide L/M Training for statewide and local L/M teams. This continues from last meeting – Agreement was reached for Cornell.

*(Art. 15 Training Applications were distributed to both Labor and Management.)*

#### **Managements Response:**

*Management hopes to schedule a meeting to complete Training Application outside of this meeting.*

*Both parties agree to general training and cordiality, planning for Art. 15 Training dates ASAP.*

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## **New Business:**

### **I. Any updates on potential fiscal impacts to Federal Funding under the new Administration.**

- a. Many of our projects are Federally funded.
- b. Many of our groups and stakeholders rely on Federal funding.
- c. Are you aware of any risks at this time?
- d. Will we be accepting laid off federal employees?

#### **Managements Response:**

*No known impact as of yet and no expected impact to come. All federal agencies are short staffed, but they are working. Funding has been approved through September 2026.*

*The Federal Government Fiscal Year just began; it will be open again next week (hopefully Wednesday Oct. 15<sup>th</sup> at which point DOT can resume work with them).*

#### **PEF Follow-Up:**

Upcoming IIJA – will mostly focus on bridges, roadways and maintenance. Has management heard anything else? We understand it is a year out, but we will continue to ask questions until then.

#### **Managements Response:**

Money is expected to be maintained while states continue to put forward their priorities.

- Maintain federal formula funds, hopefully an increase.
- Everyone is in agreement to improve the availability of those funds (for all states).

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### **II. Any status updates from the Civil Service Salary Study?**

The most recent date announced for a conclusion of the study is Summer 2026 (the initial conclusion date provided was September 2025).

#### **Managements Response:**

*Management has not heard anything different from Labor as to when the study is due to end.*



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#### III. We would request breakdowns of the following titles by region (total positions available & vacancies) ASAP:

- a. PE1 (about half staffed)
- b. AE (1100 positions only have 701 filled)
- c. Engineer Trainee
- d. CS1
- e. MS3
- f. PET
- g. SET
- h. ET – is that at 0 because it is a continuous recruitment?

#### **Managements Response:**

*List provided prior to meeting.*

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#### IV. Mentor Program Status – What is the timeline for this program? Has the deadline for applicants passed?

#### **Managements Response:**

*The program has already begun. So far, no volunteers have been turned away.*

*Additional information will be provided by David Savoie outside of this meeting.*

#### **Action Item:**

**David Savoie to send PEF Labor additional information after the conclusion of today's meeting.**

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- V. Workforce Shortages in some areas of the state** – Are there any plans for additional training?

**Managements Response:**

*Typically, beyond what is already being done – Human Resources would need additional information on the desired trainings. Please send list of areas with additional training needs to David Savoie and his team.*

**PEF Follow-Up:**

Director training may be needed for roles being filled.

**Managements Response:**

*Agency ‘work-in-progress’ - starting with Critical Roles and moving down the agency. SOPs take from Job descriptions*

*Issues are on the NHI end, not the DOT end. This is plausibly a result of Federal Budgeting.*

*We are currently working with a consultant to update job descriptions, standard operating procedures to address succession planning in general.*

**Action Item:**

Labor to send additional training requests, by program, to David Savoie and DOT Main Office.

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- VI. Next scheduled meeting for April 2026 (April 9<sup>th</sup> or 10<sup>th</sup>?)**

**Managements Response:**

*Management will provide an answer to Labor after this meeting.*

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### **Additional Non-Agenda Items:**

#### **I. Using DOT Vehicle – traffic violations, etc. Is there an update?**

##### **Managements Response:**

*The agency is now moving towards recognizing traffic violations captured on camera. (i.e. school bus cameras; speeding through red lights, school zones, work zones, etc.). During work, during breaks and during lunch DOT employees utilize state vehicles and should abide by all traffic laws.*

- *1<sup>st</sup> instance will be informal counseling.*
- *2<sup>nd</sup> instance will be formal counseling.*
- *3<sup>rd</sup> instance will result in discipline.*

*It has always been the Agencies practice to discipline traffic violations. The expectation of due process has not changed with the institution of these violations being captured on camera.*

*The lookback period for history of traffic violations will be 2 years, not the length of a persons career.*

##### **PEF Follow-Up:**

Does DOT have a timeline for GPS scanners tracking in state vehicles? ID Scanners that have been installed in some state vehicles.

##### **Managements Response:**

*We are not joining the OGS initiative regarding the swiping of ID cards; but DOT already has Samsara equipment in their vehicles and has those abilities to track drivers.*

*Article 12.17 and the side letter will apply. However, Samsara will not be used as an active tracking of attendance. It has been, and will be primarily used as a safety measure, but it could be used in disciplinary interrogations if relevant and applicable; dependent on the nature of the case (this is past practice as usual). It has been used to exonerate more than to discipline.*

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### **Closing Remarks:**

Abdus Salam – this is his final SWLM meeting after 15 years of state service; serving this LM committee for 9 years.

This is the last SW meeting for both Brian DuBois, after nearly 36 years of state service, 15 years of dedication to the union and 8 years sitting on this LM committee.

This is also the final meeting for Paul Uebelhoer after 32 years of state service and nearly 30 years of dedication to the union.

### **Meeting Attendance:**

**PEF:** Brian Decker, Mamadou S. Diallo, Brian DuBois, Shavar Grant-McKinley, Derrick Kehoe, Chelsea Propati, Annie Rutsky, Abdus Salam, Gustavo Santos, David Snyder, Corinne Testa, Paul Uebelhoer and Scott A. Wendt

**DOT Management:** Mark Berger, Ken Bibbins, Tim Chiplock, Brian Church, Brenda Crudele, Donisha Dean, Rob Fitch, Erin Jaeger, Jonathan Nicastro, David Savoie, Lisa Snow, Trista Soto and Theresa Voltis

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David Savoie  
NYS DOT, Director of Employee Relations

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Brian DuBois  
PEF SW LM Co-Chair, DOT