

NYS GAMING - PEF
STATEWIDE LABOR MANAGEMENT MEETING

November 5, 2025, at 1:30 PM

Agenda & Meeting Minutes

New Business:

1. Officially recognizing our agreed-upon Labor Management Agreement (LMA).

Response:

- PEF and Gaming mutually agreed to change the name from Memorandum of Understanding (MOU) to Labor Management Agreement (LMA). Everyone agrees, and everyone has a copy. Anyone who needs one will be provided with one.

Action Item(s):

1. N/a

2. The institution of announcements on an electronic bulletin board (agency portal).

Response:

- Mike (PEF) stated that it seems everyone is on the same page, looking for a message to be sent out for members to view. The LM meeting minutes will be posted under Human Resources Management (HRM) L/M intranet page.
- HRM will compose and send a message to all PEF members. This message will be shared with PEF for review before sending out to employees.

All PEF announcements and information will be placed on the electronic bulletin board (ebb). The HRM intranet page under Labor Management will serve as the ebb. Janice (PEF) asked why Information Technology Services (ITS) wouldn't own this. John (Gaming) states there is a delay in the process when tickets are used. HRM handling using the intranet will be a quicker solution. Janice (PEF) was seeking independence in posting PEF-related materials. All suggestions encouraged, and Janice (PEF) will explore options.

Action Item(s):

1. Develop the Labor Management intranet page and share with PEF.
2. Draft the message to go out to all PEF employees and share with PEF.

3. Including new member application in onboarding packet.

Response:

- Mike (PEF) sent John (Gaming) a link and a PDF copy for transfers/non-members that will direct them right to the application. John (Gaming) thought it would be consistent to put the PEF application right on the digital board/intranet. This way, it can be accessed anytime. This will also be included in the on-board materials. If you want to see something different on the ebb, just let management know.

Action Item(s):

1. Place the PEF Application materials on the intranet page.

4. Status of emergency action plans of locations with 10 or more PEF represented members.**Response:**

- Ask how to coordinate. John (Gaming) likes to bring all parties to the walkthrough so it can get done all together (management, CSEA, PEF, etc.). John (Gaming) has forms that can be shared. The plan is to start at 354 Broadway. John (Gaming) stated Mike (PEF) had the list of offices with 10 or more PEF-represented members. Not sure if numbers have changed since the last list was provided. John (Gaming) wants walkthroughs to happen and then share emergency action plans. Mike (PEF) states he agrees, looking to start this January. John (Gaming) would like to do half in the upcoming year (2026), but start in December; he will share dates after the meeting. Mike (PEF) suggested scheduling 12/18/2025, 1:30 pm for a walk-through at 354 Broadway. John (Gaming) agrees. Mike (PEF) stated that the last PEF health & safety walkthrough was done about two (2) years ago. Janice (PEF) and Joe Hunter (Gaming) agreed.

Action Item(s):

1. Send out walkthrough invite for 12/18/2025, at 1:30 pm. **Completed** as of 11/5/2025.

5. The management jury duty letter requirement requests dismissal time of service.**Response:**

- Mike (PEF) stated they (John and Mike) spoke about this the other day. As per the discussion, when a time is not always given, the jury service letter needs to be given to HRM. Jury service time isn't always given (it depends on the jurisdiction/ county). Different counties/agencies do things differently. Whatever letter the court provides will be accepted.

Action Item(s):

N/a

Closing Remarks:

Management is considering planning a gathering in February 2026. How would PEF members offset the price of tickets?

Mike (PEF) asked John (Gaming) to send over information, and he will partner with PEF. John (Gaming) states he will know more next week, has a food vendor, and a location. Looking at the Capital Region now, other areas can do something; they just have to reach out to HRM. This event is during the day, starting at 1:00 pm to 5:00 pm. Frog Alley is located at the moment.

Next L/M Meeting:

Mike (PEF) asked John (Gaming) to send dates of availability for March 2026, which will work for all. John (Gaming) will follow up with potential dates. John (Gaming) provided the following dates:

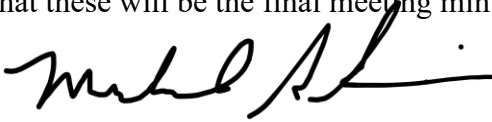
- Tuesday (3/10/2026), Thursday (3/12/2026), or Wednesday (3/18/2026).

Janice (PEF) to call John (Gaming) after the call, Patricia (PEF) states she will have the minutes to Mike (PEF) by EOD.

Attendees:

Michael Sclafani – Statewide LM Chair, PEF
Ann Dansby – Statewide LM Co-Chair, PEF
Janice Treanor – Field Representative, PEF
Patricia Richardson – Administrative Assistant, PEF
John Nieckarz – Director of HR, Gaming Commission
Rachel DeFazio – Associate Director, HR, Gaming Commission
Joseph Hunter – HR Specialist 2, Gaming Commission
Omer Kaya – HR Specialist 1, Gaming Commission
Antonios Tsiomos – HR Specialist 1, Gaming Commission

The signatures below indicate that all parties have reviewed the meeting minutes and mutually agree that these will be the final meeting minutes.



PEF Representative (Co-Chair or designee)



Gaming Representative (Co-Chair or designee)