

PEF LABOR/MANAGEMENT
June 16, 2016
Meeting Agenda

ISSUE:

Update on the Agency Organizational Chart

New Business:

Number:

Old Business: **X**

Number: **1**

INITIATED BY:

PEF Management

RESPONSE:

Management responded a new organizational chart has been posted on the intranet as of June, 2016.

Management also advised PEF that the OASAS Project Leads is also posted on the intranet which identifies the staff in different functional areas.

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ISSUE:

Bullying Training Status

New Business:

Number:

Old Business: **X**

Number: **2**

INITIATED BY: to

PEF Management

RESPONSE:

Management is conducting training which encompasses this topic statewide.

PEF suggested some type of a follow up training related to workplace behaviors. PEF expressed an interest in Supervisory training related to this topic.

PEF expressed a concern that bullying may be a symptom of staffing levels and supervisory experience. PEF is looking specifically for Management to conduct bullying training.

Management will look into more specific training related to bullying (and review the prior training conducted by OASAS and PEF staff related to bullying) and also mentioned that GOER is looking into this matter as well.

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ISSUE:

EAP Status

New Business:

Number:

Old Business: **X**

Number: **3**

INITIATED BY:

PEF **Management**

RESPONSE:

PEF has expressed concerns about coverage in NYC.

Management will work with PEF to try and identify areas that may be lacking EAP coverage. PEF will let Management know about specific concerns related to EAP coverage and will work collaboratively to have appropriate and acceptable EAP coverage and assistance statewide.

Management will look into the EAP Coordinators dedicated time to EAP activities versus regular work responsibilities.

Management will send PEF the list of OASAS EAP Coordinators statewide. Management suggested that Labor bring specific concerns about EAP to Management so they can be addressed appropriately.

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ISSUE:

Health & Safety Updates:

Facilities Health & Safety Committees Status

VIP Status

Status of Sites Assessments – Walkthroughs with participating PEF designated representatives.

New Business:

Number:

Old Business: X

Number: 4

INITIATED BY:

PEF Management

RESPONSE:

Management indicated that Health and Safety (as a component of local labor management meetings) committees are active in all ATC's except one at the moment that is in the recruitment process.

Labor indicated in would actively further pursue local health and safety committee development.

Management will be sure that a PEF employee (i.e., Steward or Council Officer) will participate in health and safety walkthroughs statewide.

VIP status – 5 of 12 have been completed.

PEF expressed security concerns and Management will look into them.

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ISSUE:

Consultant Form B Data

*See Attached Specific Request submitted with the Agenda

New Business:

Number:

Old Business: **X**

Number: **5**

INITIATED BY:

PEF Management

RESPONSE:

Management is still working on this form and will compile the information and get it to Labor as soon as possible.

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ISSUE:

Budget Update

New Business: **X**

Number: **1**

Old Business:

Number:

INITIATED BY:

PEF **Management**

RESPONSE:

Management indicated staffing levels remain flat. \$25 million projected to be added for program development statewide. IFB's will be sent out when appropriate. There is a trend to a more holistic approach to treatment and recovery both statewide and nationwide. There is a focus on minimizing recidivism rates.

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ISSUE:

Staffing Update

New Business: **X**

Number: **2**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

PEF expressed concerns about staffing patterns. Management assured PEF that any proposed changes will be discussed with them prior to implementation.

FTE's – 293 currently 287.25. Institutional – 448 currently 436.35.

Management will provide PEF a copy of the roster.

PEF requests documentation related to the amount of contract staff and associated costs OASAS has.

PEF distributed a handout entitled OASAS Patient Advocacy. Discussion ensued.

PEF requests that this function returns to full staffing pattern. Management will review.

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ISSUE:

The relationship between the Agency and the Justice Center.

PEF has noticed that in instances where the Justice Center has found an incident unsubstantiated, the matter was referred to Credentialing for investigation.

Questions:

Are all Justice Center investigations involving Credentialed Counselors referred to the Credentialing?

Does the Justice Center automatically refer all cases involving CASAC's to Credentialing?
If the Justice Center does not do so, who in the Agency makes that determination that a specific case will be forwarded to Credentialing?

New Business: **X**

Number: **3**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

Management responded that there is a misconception with the layout of this question.

PEF reported complaints have increased with the implementation of the Justice Center.

Management reported The Justice Center and its determination will guide the decision as to OASAS's next steps. If an employee is credentialed it may go through the Credentialing Unit. Management suggested PEF look at 836 regulations. At OASAS, the Credentialing Unit is separate and distinct from Human Resources.

PEF has a concern regarding the Credentialing process. The Credentialing Unit is aware of all complaints that come through the Justice Center. PEF noted there is no longer counseling available for CASAC's. They are recovering or relapsing.

See Canon of Ethics on OASAS's intranet.

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ISSUE:

CASAC Credentialing and Article 33 of the PS&T Contract

PEF has noticed a decline in Article 33 interrogations and Notices of Discipline issued to CASAC's. Given the Agency's emphasis on ethics, will all cases which were formally classified as misconduct and/or incompetence be treated as an ethical violation?

In the case of CASAC's, has the Agency determined that they will no longer use the contractual provisions under Article 33 Discharge and Discipline for these employees?

New Business: **X**

Number: **4**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

Again, Management responded that there is a misconception with the layout of this question.

The Justice Center and its determination will guide the decision as to OASAS's next steps. If an employee is credentialed it may go through the Credentialing Unit. Management suggested PEF look at 836 regulations. At OASAS, the Credentialing Unit is separate and distinct from Human Resources.

PEF has a concern regarding the Credentialing process.
See Canon of Ethics on OASAS's intranet.

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ISSUE:

OASAS and other Agency(s) Collaborations Update

New Business: **X**

Number: **5**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

Management is not aware of any new collaboration initiatives with other state agencies that haven't been ongoing for years.

PEF expressed interest in being involved in any new collaboration initiatives.

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ISSUE:

Agency Heroin/Opioids Initiatives Update
Funding total amounts, allocations of funds and other resources
Progress and monitoring

New Business: **X**

Number: **6**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

\$25 million in appropriations.

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ISSUE:

Addiction Medicine Series Update

New Business:

Number: 7

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

PEF indicated they no longer have the capability to provide this. Management indicated that it will be looked into.

PEF indicated that Learning Thursday's are still available.

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ISSUE:

APS and Program Manager Examinations
Concerns and discussion

New Business: **X**

Number: **8**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

PEF indicated that they met with Management about this. It was indicated that the exam announcements will be sent out soon. PEF expressed concerns about the number of appointments that have been made from prior/current lists. Management indicated that the titles are not exclusive to OASAS. PEF expressed that their members think this is unfair.

PEF is requesting Management to review this process and maintain this list for 6 years. Management responded that the current list is 4 years old and the new test is already in process via Civil Service.

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ISSUE:

Agency Summer Picnic and Holiday Events
Concerns and discussion

New Business: **X**

Number: **9**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

PEF expressed concern that OASAS only allows 1 hour of release time annually. PEF would like additional release time for a summer picnic and holiday event. PEF requested Management reconsider its past practice of allowing release time for a summer picnic and holiday party. PEF noted as an example (of a large statewide agency) the NYS Comptroller's Office grants a half day for its agency summer picnic.

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ISSUE:

CDS System Problems
Concerns and discussion

New Business: **X**

Number: **10**

Old Business:

Number:

INITIATED BY:

PEF Management

RESPONSE:

PEF indicated this process has some problems. Management will look into this system.