

**STATEWIDE DMV/PEF
LABOR/MANAGEMENT MEETING
June 1, 2018**

Attendance:

Public Employees Federation

Ralph Mabb- Council Leader Division 211
Edward Ray- PEF Field Representative
James Lawson – Council Leader Division 255
(via phone)

Department of Motor Vehicles

Rosanne Kitchner- Director, HR/Training
Michael Mulcahy- Director, VS & Clean Air
Ann Scott- Director, Field Operations
Todd Putorti- Chief Investigator, DFI
Nancy Spenziero- Director, Labor Relations
Denise O'Keefe- Director, Personnel
Grace Pell- Assistant Director, Labor Relations
AnnMarie Prespare- Labor Relations Rep
April Tambasco- Labor Relations Secretary
Linda Fraim- Associate Director, HR 1
Blake Livingston- Director, Staff Development

A statewide meeting between the Public Employees Federation and the New York State Department of Motor Vehicles was held on Friday, June 1, 2018, in room 137 at 6 Empire State Plaza, Albany, New York.

Welcome

Executive Deputy Commissioner Terri Egan made opening remarks to welcome everyone to the labor management meeting. She conveyed it is important to her and the DMV Executive team to have good relationships with PEF and CSEA.

DMV Workplace Violence Prevention Program

Ralph Mabb followed up on conversations that began in the Labor Management Workgroup meetings concerning union requests for legislation to make assaulting a DMV employee a felony, similar to legislation that has been enacted for certain MTA employees. DMV Workplace Violence Incident Reports have indicated that Motor Vehicle License Examiners are the most vulnerable group.

Ann Scott responded that last year Operations provided DMV Executives with an idea for the legislative agenda, to increase penalties for assaulting frontline DMV employees. She offered to share with PEF additional information from this. Ann expressed that she wants to encourage respect for Examiners. She suggested that PEF may want to submit their own legislative proposal. Ann and Ralph noted that the Department and PEF are pursuing grants to provide field staff with de-escalation training.

PEF asked about placing warnings on DMV's website that assaulting employees is a felony. Ann explained that the Department cannot post such statements unless this becomes the law.

Committee Follow-Up:

Subsequent to the labor management meeting, upon reviewing documentation concerning the above-referenced idea for the legislative agenda, the following points were noted:

- Subject: Increased penalties for assaulting frontline (MVR, MVLE, etc) DMV employees.

- Similar laws for other government agencies include A 6011-D making it a felony to assault a NYC Traffic Enforcement Agency, and A 11756 amending Section 120.05 of the Penal Law and Section 1266 making it a felony to assault certain MTA employees.

Expectations for Vehicle Safety AFI/BRI Casework

Ralph Mabb expressed concerns that the amount of paperwork (such as Motor Vehicle User Reports, VS-86 reports, etc) required to be completed by the AFI's and BRI's have increased, as well as the complexity of their cases. They stated that the car reports include detailed information, including when employees stop for bathroom breaks, they must record the mileage and the time of when they stopped, as well as when they continue their trip. These reports get kicked back for corrections, which can be even more time consuming. PEF wants to know if there are standards in place to say how long each task done by the AFI's and BRI's should take, and asked if Vehicle Safety has looked at reevaluating these standards. They also want to make sure that the standards are uniform.

Michael Mulcahy responded that he is open to adjustments, however he needs to know specifically the amount of time tasks are taking and what changes PEF is seeking. Vehicle Safety wants to ensure they have good standards, which needs to be supported by the data.

Ralph Mabb will gather some material on the issues with the standards and provide it to Michael. Vehicle Safety will review the information and see where and when possible changes can be made.

Committee Follow-Up:

Ralph Mabb will send Michael Mulcahy information concerning standards.

Salary Calculations for DFI Investigators

Investigators in DFI have recently been reallocated to higher salary grades. James Lawson stated that some Investigators are seeking clarification concerning their salary calculations, longevity and step increases. There have been some investigators that received longevity payments and some who haven't, even though he thinks they started on the same date.

Blake Livingston responded that the reallocation was done as a promotional recalculation. It would depend on where each Investigator was in the steps of their current position and their salary grade. He explained that just because someone was getting longevity in their previous job, it does not mean that they will also get it in their new job. The seniority dates will not change.

The PEF Contract Agreement has a section on Compensation with sub-sections on Salary increase and Salary Schedule that might help clarify some questions regarding the reallocation. Also, an FAQ email was sent out to the DFI Supervisors and Investigators with commonly asked questions related to the Reclassification. It included an email address to reach out to the BSC with any further questions.

James Lawson stated that some Investigators have reached out to the BSC phone number without success. Personnel stated that the email address seems to be the best way to reach out to the BSC. Todd Putorti mentioned that he used the email and he received within the day or two a very detailed message answering his questions.

Blake further explained that any review must be specific to the individual. He asked James Lawson to send Ralph the names of the people who think they did not receive their longevity payments. Ralph will forward them to Blake and he will research to get specific answers to

specific questions. Denise O'Keefe reminded that the BSC does these calculations, but then they must be reviewed by OSC.

Committee Follow-Up:

James Lawson will send the names to Ralph Mabb, who will then provide the information to Personnel.

Recruitment & Retention Team

Ralph Mabb asked if there are any plans to reinstate this team, and if there is a way that PEF can help with this.

Rosanne Kitchner responded that the team last met about 1 ½ years ago, and since then management has tried to implement some suggestions and aspects from them. This includes the implementation of putting upcoming exams on our website, adding Kudos to the website, and adding training information on our webpage. A new team, focused on specific areas, may be reconvened in the future. Rosanne noted that, with Ralph's support, the Department recently had Take Your Kids to Work Day.

Ralph thanked her for those changes. He said that he was happy to see the emails go out for promotions. PEF is seeking to incorporate discussions on succession planning as well. PEF feels they are losing staff. Ralph asked how many positions are not getting filled due to budget restrictions. They feel less people are taking the exams to enter the state. One of the factors may be the new Tier 6 is making it harder to get people to want to work for the state, which seems to be a statewide issue.

Denise O'Keefe noted that she has seen a drop-in people taking promotional exams as well. She wants to encourage people to take the Exit Survey when leaving the agency. Not many people have been responding to the survey, which allows them to see why people are leaving and try to make improvements.

Rosanne suggested having Employee Sessions that parallels our program with 4-H, to discuss what is important to employees, such as navigating the Civil Service system. She asked Ralph for feedback from PEF members to help in tailoring a session around what they want to learn.

Committee Follow-Up:

No items.

Changes to the Taylor Law & Employee Orientation

Ralph said that Personnel has done a fantastic job keeping him informed about new PEF members, and providing him the opportunity to meet with new members during their first day paperwork. Still he is concerned that some employees are falling through the cracks and ending up as Fee Payers, especially employees who are promoted from CSEA to PEF. PEF wants to make sure to capture them like they do with the first day paperwork.

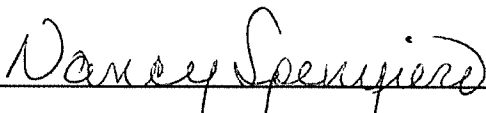
Linda Fraim stated that an email goes out to the supervisors and/or program designees with a cc to the Union Rep concerning these changes. Ralph suggested to James Lawson that if he sees a new face, to introduce himself and ask if they are a PEF member. James expressed concern as he covers a very large area which makes it more difficult to accomplish this task.

Nancy Spenziero noted that a May 17, 2018 GOER memo instructs Human Resources to provide this information concerning PEF members to Daniel Carpenter.

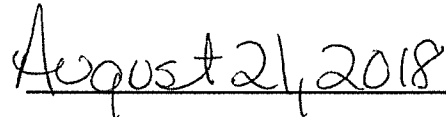
Committee Follow-Up:

No items.

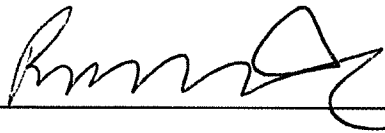
APPROVAL OF MINUTES



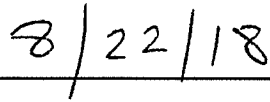
Management Chair
Nancy Spenziere, Director of Labor Relations
NYS Department of Motor Vehicles



Date



Union Chair
Ralph Mabb, Council Leader Division 211, PEF Executive Board
Public Employees Federation



Date