

PEF Labor/Management Meeting

199 Church Street, 5th Floor

August 2nd, 2018

<u>PEF</u>	<u>MANAGEMENT</u>
Prashant Singapura – Co-Chair	Cliff Meister – Co-Chair
Dan Warren (via phone)	Alyce Siegel
David Dubovsky (excused)	Heather Woolfolk
Karen Walter	Karen Anderson
Chris Rampe, PEF recording secretary	
Patty Mason (via Phone)	
Clifvon Jones	
Charles Termini	
Radhakrishna Mohan	
Kathy Czachorowski	
Lisa Quarles – PEF Field Representative	
Charles Browning	

1. **Minutes:** 4/26/18 minutes approved.
2. **Next Meeting:** 10/18/18 at 10AM
3. **Local L/M Meetings:** PEF representatives individually reported the status of the local LM meetings for their respective district offices (specifics intentionally omitted from these minutes.)
4. **Statewide Staffing Levels** – PEF is looking for a list of new hires, departures of PEF members with titles from June 2017 to June 2018. Mr. Meister stated he would investigate and follow up in 30 days. PEF inquired about the status of a proposed upgrade of CSR1 to grade 20. Management states they are unaware of such a proposal.
5. **Update on RFPs** PEF inquires about contract with Triad. Management informs that there is no change in the status of the contract since last meeting.
6. **Virtual Hearing Reps**-PEF expressed that some Hearing Representatives still feel disadvantaged with the virtual hearing process and indicates that October is the 6-month mark at which Mr. Mullen stated we would revisit this issue. Management indicated that certain issues identified previously had been shared with Ryan McGrath in Claims Administration and concerns have

been addressed/shared. Management indicated that things seem to be going smoothly but recognize that there are tradeoffs to virtual vs. in-person hearings. PEF thanks management for listening to concerns.

7. **Hearing Reps AWS** – Now that Hearing Reps are virtual, PEF is looking for inclusion of these titles in AWS. Ms. Anderson stated that the location of the work has changed, but not the work itself, and Claims Administration does not feel the title lends itself to AWS.
8. **ITS Loss of Flextime** – PEF indicates that Upstate SSA's have had flextime removed. Mr. Warren states that this is a violation of NYSIF's AWS policy. PEF is asking whether this is a blanket loss of AWS as a result of the CIO's directive from 2016 and multiple emails seeming to reinforce this "ban". Mohan states that different ITS groups may have different staffing needs. He further states that ITS jobs in his group are basically "on-call", working on weekends, late nights, etcetera, and that flextime is the least that management can offer. Management will review and advise in 30 days on this issue.
9. **Physical Mailing of Canvass Letters** – PEF requests SIF return to past practice of physically mailing canvass letters. Management explained that the change from paper mail to email resulted from a Civil Service and added that when an internal canvass is sent and an out of office message is encountered, a paper canvass is then sent. PEF responded that this was not always the case and cited an example where a non-response resulted in deactivation from further canvasses for a member and PEF feels this is not right. Mr. Singapura suggested that a read-receipt may be more beneficial. Mr. Meister indicated that is a good recommendation that he would share with Personnel. Mr. Meister reminded that it was important that employees updated their away message and their information on the EIS system. PEF is requesting to return to mailing canvass letters while Management discusses adjustments to their procedure.
10. **HR Concerns**- PEF brought to Management's attention a story of a member who had declined a position as a result of a 2015 test, took another test in 2017, yet was not reactivated even though a new exam was given. Mr. Meister requests more information as regards this particular incident, Mr. Warren will send to him.
11. **Telecommuting** – PEF requests SIF re-implement telecommuting. PEF indicated that when the subject was last broached, PEF was requested to produce evidence on how telecommuting may benefit the agency. Ms. Czachorowski provided the Department of Labor's telecommuting policy and their studies. PEF questions why SIF Management is resistant to telecommuting. Mr. Meister responded that it was not long ago that NYSIF implemented a telecommuting program and determined that the program offered no tangible benefit to the Agency. Additionally, there were many issues that are unseen to the participants, such as: monitoring production, rotating participation, issuing and updating laptops and other IT issues. Mr. Meister added that the TC program did not aid SIF's disaster recovery plan. Mr. Mohan states that GOER encourages telecommuting. Ms. Quarles states that maybe telecommuting could be utilized in a reasonable accommodation manner. Mr. Meister will share the information PEF provided with Executive, but he is not optimistic about the chances of this issue being reconsidered so soon after the TC program was ended.
12. Meeting came to a close at 11:15 AM.

PEF LM CO - CHAIR
PRASHANT SINGAPURA

Prashant Singapura

Cliff Meister
CLIFF MEISTER
12-11-18