

PEF Statewide Labor/Management Meeting

1 Watervliet Avenue

April 11, 2019

<u>PEF</u>	<u>MANAGEMENT</u>
Charles Browning – Co-Chair	Cliff Meister – Co-Chair (via video)
Dan Warren	Karen Anderson (via video)
David Dubofsky	Armin Holdorf (via video)
Mohan	Patricia Carroll
Chris Rampe, PEF recording secretary	Alyce Siegel (via video)
Patty Mason	
Clifvon Jones (excused)	
John Babich	
Jeff Hutchinson	
Kathy Czachorowski	
Bradley Kolb – PEF Field Representative	
Brandi Loveday-Chesley	

1. Minutes – Minutes from 1/17/19 will be signed off on via inter-office.
2. Next meeting - Proposed date Thursday, July 11th, 2019.
3. Local L/M Meetings - PEF representatives individually reported the status of the local LM meetings for their respective district offices. Ms. Carroll will be management point for Albany 15 & 8 issues.
4. Statewide Staffing Levels –
 - a.) Sr. Auditors, PA Department - PEF queries why SIF did not bring the issue of audit backlog in Albany to the SWLM table to discuss. PEF would like to be a part of the solution. A mandate directing Sr. Auditors from Buffalo, Rochester and Syracuse to

travel to Albany and stay in Albany for a week at a time for multiple weeks from March through May 2019 is burdensome to Sr. Auditors.

- b.) PEF queries SIF re: the shortage of auditors in the Albany SIF; only 1 Sr. Auditor job vacancy was posted in 2019, unsure if it was filled. Since 2016, SIF has lost 5 Auditors in Albany. PEF requests SIF post more vacancies for Sr. Auditor's in Albany.

PEF would appreciate SIF have a proactive approach to issues such as this and when possible work with PEF to resolve. Mr. Meister states that he spoke with John Defazio regarding this. Project is slated to end in late May.

Ms. Carroll states that one hire has been approved, and there is another candidate in the works. Ms. Carroll will report out on this as far as the possibility of this emergency situation being extended.

- c.) Hearing Reps - PEF queries SIF re: the amount of hearings and depositions statewide that are being assigned to outside counsel in lieu of hiring hearing reps statewide. PEF also notes SIF's RFP due 1/31/19 for "Legal Insurance Defense Outside Counsel Services for Workers' Compensation Board Hearings and Depositions for NYSIF" and questions how spending millions annually on contracting out is more cost effective than hiring Insurance Fund Hearing Reps.

Ms. Czachorowski questions why SIF continues to outsource hearings to outside counsel. Ms. Anderson states that data is being compiled as regards the number of hearing reps vs the amount of claims in particular offices.

Ms. Anderson states that there is a shortage in hearing reps. Ms. Anderson states she hopes this issue is put to rest by end of 2019. Issue to stay on agenda for July. RFP for outside counsel was discussed, it is a 5-year contract. Ms. Carroll states that just because a contract is in place does not necessarily mean NYSIF will tap into these firms, but they are in place in case the need arises.

5. Telecommuting: PEF requests the status of SIF's review of DOL's telecommuting policy and pilot evaluation report and 7 other telecommuting policies from various agencies presented at the last meeting. PEF stresses that good morale and good production are inter connected and that telecommuting is consistently and regularly requested by over 70% of SIF's employees.

Ms. Carroll is on a pilot committee comprised of multiple agencies. Trying to devise a best practice for telecommuting. Ms. Carroll recognizes that this is taking some time, but this is to ensure the process is of value. OITS, DMV, Human Rights, some of

the authorities are on the committee. Every agency is unique. Ms. Carroll reiterates that she wants it to be a solid program. Mr. Browning asks about a timeline for a pilot; Ms. Carroll anticipates later in the year, certainly after the summer. Mr. Dubofsky requests PEF have involvement. Item to stay on agenda.

6. PEF requests an update on how SWLM agreements are disseminated to the various business offices.

Mr. Browning requests information as to how agreements reached at SWLM are passed on to local offices.

Mr. Meister states that SWLM doesn't come to many formal agreements, but when/if we do, they will certainly be disseminated to all of Management. Ms. Carroll will take a look at LM minutes and see about distributing them to business managers. Mr. Browning requests that minutes be approved in a more timely manner. Ms. Carroll states she will look into improving turnaround time as well as disseminating information to local offices. Mr. Dubofsky states that PEF would like minutes posted on intranet but not at the expense of losing our bulletin boards. Ms. Czachorowski commits to PEF providing minutes within two weeks and Mr. Meister states he will try to turn around approval in two weeks.

7. ITS Concerns – PEF ITS staff brings concerns re: reduced security, inadequate training, various specialties, staffing, networking, servicing, and OOT work.

ITS issues discussed (see attached list of concerns). Focus on lack of acceptable training, specialty positions are not considered; Ms. Chesley notes that NYSIF is in possession of reams of extremely sensitive information, and NYSIF would look bad as an agency if we were to suffer a breach. Mr. Warren speaks to staffing levels of SSAs, using Binghamton as an example. SSAs from other offices have had to go to Binghamton to cover shortages. SSAs feel that they have to be in NYC or Albany to get promoted. Mr. Warren states that examining ITS as a whole may increase the talent pool available to NYSIF outside of NYC and Albany. Mr. Meister states that he and Ms. Carroll will look into this list of concerns and see how best to deal with these concerns. Mr. Meister thanked both Ms. Chesley and Mr. Warren for their passion and sincerity.

8. Pool Car Inspection – PEF understands the need for members to “inspect” the pool car prior to use, however, inspections should be limited to reporting obvious

In the meantime, feedback from PADD Sr. Auditors is attached. PEF requests that Business Operations review and consider. PEF was recently advised that a LEAN project is in the works for PAD Auditors and would appreciate more information.

Mr. Browning asks where feedback forms go. Ms. Anderson states that they go to EPMO, these are compiled and discussed. If the issue is a defect, it goes one way, if it is a suggestion, it goes to IT to determine the feasibility of implementation. Mr. Browning asks Ms. Anderson if she feels it is successful. She answered with an emphatic yes. Mr. Browning asks if this process, then, can be used in other departments. Ms. Carroll states she will mention this to EPMO.

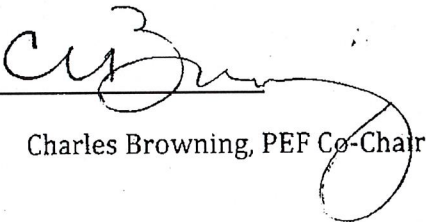
11. Languishing grievances - PEF is concerned with the delay in Step 2 decisions. A list of grievances was sent to SIF LR for review on 3/27/19.

Half are awaiting a step 2 decision, half are awaiting a step 3 decision. Dates have been provided for many of these by 5/6/19.

Ms. Carroll states that she is looking into staffing levels of labor relations. Ms. Siegel states that going forward, LR will commit to reaching out within 10 days of filing to meet the 30-day timeline.



Cliff Meister, NYSIF Co-Chair



Charles Browning, PEF Co-Chair