

NYS DOT/PEF STATEWIDE LABOR/MANAGEMENT COMMITTEE  
MEETING AGENDA  
JULY 18, 2019  
PEF HEADQUARTERS  
1168-70 TROY-SCHENECTADY ROAD, CONFERENCE ROOMS C&D

Introductions

Meeting started at 10:07 am. Introductions went around the table.

Old Business

I. Staffing Report – (Provided before the meeting)

A. PEF, CSEA, MC titles:

- i. Consolidations
- ii. Revisions
- iii. Eliminations
- iv. Reclassifications

B. New Hires – by title and Region- (Provided on a monthly basis)

C. Promotions – by title and Region

II. Approval of minutes of 1/17/19 Meeting

Labor and management has agreed to approve the minutes.

III. Title Status- Maintenance Supervisor 3

Management stated due to lack of Assistant Engineers, Assistant Resident Engineers are being reclassified when necessary to Maintenance Supervisor 3 titles.

Labor would like clarification on expectations on job duties for each of these titles. Action Item

IV. Title Status- Motor Vehicle Inspector Reallocation

A. Job Duties, Training and Minimum Qualifications Received

Labor appreciates the information received to allow us to progress reallocation.

Management stated they are willing to provide additional information as requested.

B. Training Concerns Update

Labor raised concerns about MVI's receiving needed training.

Management suggested using the chain of command first to request training. If there are continued issues bring up through the labor management process.

- C. Rationale of upgrading Motor Carrier Investigators  
Management provided an attached document outlining the rationale.
- V. Continuing Information Technology(IT) Concerns- Causing significant work downtime
  - A. Large IT changes need proper training and to involve users during the development process  
Labor stated the purpose of this item is to keep management informed of various IT concerns to assist in the ongoing process of resolving these ongoing issues. Of particular concern is new employees or employees who have moved locations and the related lack of IT availability.
  - B. Update on IT requestor training  
Management has identified an IT requestor from Region 1 to assist with the issue. Efforts include troubleshooting stagnant requests, create monthly calls among all the regional and main office IT requestors.
- VI. Recruitment and Retention Committee Status  
Labor and Management have agreed to a formal subcommittee. Labor will provide management with names of committee members in one week.  
Management will provide a main contact for the committee. Action Item
- VII. Non-DOT Employees with DOT E-mail addresses  
Some addresses have changed. Current status.  
Management stated they forwarded Labor's concern to the DOT ethics officer, who replied there is no ethics issue based on the information received. Labor believes there is still a concern, and will provide additional information. Action Item

### New Business

- I. Form B's  
Please provide all Form B's for all Consultant Contracts with the NYSDOT for Bridge Inspection, Construction Inspection and Design Services for the Years 2018 and 2019  
Management took the issue to Executive management who is determining how to respond to the request. Management will follow up.  
Labor shared background of this request with management.
- II. Manual of Administrative Procedures 2.4-3-16: DOT Provided Vehicles.  
Superseded the MAP dated 9/27/2007
  - A. What are the changes?  
Management provided the new map and the superseded map for labor's reference. The updated map is to comply with statewide travel rules.

Labor will review the documents and follow up with any questions as needed.

B. State Vehicle usage efficiencies

Labor expressed appreciation for resolving previous vehicle issues. Labor also expressed concerns with state vehicle usage after being assigned a vehicle. Labor will forward the concerns in writing to management for their review.

III. Disaster Preparedness Asset Tracking(DPAT) System

Recent postings refer to this system and DOT working with various agencies

A. Description of the System

Management explained this is a fleet management software system that will be used by outside agencies in response to the Executive chamber initiative to facilitate coordination and situational awareness in disaster events.

B. Expectations of PEF positions and work duties

One PEF position which has been filled. Management reviewed duties and responsibilities.

IV. Recent Transportation Construction Inspector Salary Increases

Management stated TCI salaries were increased to put them in line with Student assistants and Engineering interns. Labor expressed concerns of TCI salaries being greater than permanent employees.

V. Design Division Overtime Policy

Clarifications

Management has indicated they have reviewed the policy and Labor's concerns have been addressed.

VI. Out of Title Work

Stress effect of working Out of Title

Labor described a staffing concern in the revenue generating NYMTC.

Management will discuss concerns with NYMTC managers. Action Item Labor will send management list of specific grievances that are stalled at GOER and Civil Service. Action Item

VII. Hardship Transfer Process

Management handed out existing policies. Management also describes how the policy is applied. Labor expressed concerns about response times, and implementation. Labor will contact management with concerns on specific cases.

VIII. Schedule next meeting

Labor proposes the next meeting in the middle of November. Labor will give management several potential dates. Action Item

IX. Complete today's minutes

Minutes will be signed today

### Closing Remarks

Management announced a new initiative by the new Commissioner to recognize department employees for their work, and milestone anniversaries. Labor has been asked to provide a contact person to discuss a partnership approach in recreating the program.

Minutes from the July 18, 2019  
PEF Labor/Management Meeting

The Parties have reviewed the attached recorded minutes from the above meeting of the PEF agency Level Labor Management Committee and by the signature affixed below, the minutes are hereby accepted.

Paul R Gendron 7/18/19  
Paul Gendron                      Date  
PEF Co-Chair

Chuck Gianatasio 7/18/19  
Chuck Gianatasio                      Date  
Management Co-Chair