

**PEF Statewide Labor/Management Meeting**

**Via MS Teams**

**5/28/2020**

<u>PEF</u>	<u>MANAGEMENT</u>
Charles Browning – Co-Chair	Cliff Meister – Co-Chair
Dan Warren	Sadhna Gujral
Bradley Kolb, PEF Field Rep	Patricia Carroll
Lisa Wells	Alyce Siegel
Chris Rampe, PEF recording secretary	
Patty Mason	
Clifvon Jones	
John Babich	
Jeff Hutchinson	
Kathy Czachorowski	
Brandi Loveday-Chesley	
Radhakrishna Mohan	
Prashant Singapura	
David Dubofsky, excused	

**1.) Minutes** – 4/30/20 minutes approved 5/28/20.

**2.) Next Meeting** - PEF proposes June 24, 2020 at 9:30am

3.) **\*\*\*Tabled\*\*\*** Local L/M Meetings –

Due to NYSIF’s departmental reorganizations, PEF requests SW organizational charts for all departments for proper communication of local LM and H&S issues.

NYSIF advised that employees with local concerns should go to the highest rank of the respective department. NYSIF to provide a listing of top ranked management for respective offices.

- PEF requests the SW list of managers that will be handling local LM/H&S meetings.
- PHS emails dated 3/3/20 and 3/9/20, "Business Continuity – Work from home test", directed PHS employees to test their personal equipment for NYSIF use, when using personal equipment is voluntary. Inaccurate communications gone uncorrected cause unnecessary confusion.

#### 4.) Statewide Staffing Levels –

- a.) Hearing Reps - PEF queries NYSIF re: the amount of hearings and depositions statewide that are being assigned to outside counsel in lieu of hiring hearing reps statewide. NYSIF has been compiling data regarding the number of hearing reps vs the amount of claims in particular offices. From 6/1/17-6/1/19 SIF has spent \$6,321,993.40 statewide on outside counsel. PEF argues that it would be more cost effective to hire hearing reps.
- Per last meeting, has NYSIF determined how many and where newly canvassed hearing reps will be allocated?

Mr. Meister advises that Administration has approved 13 Hearing Rep line items. Postings will be issued for the Albany, Syracuse, Long Island, White Plains, and Buffalo Offices. These are expected to be posted today or tomorrow. Eligible candidates in all offices may apply.

b.) \*\*\*Tabled\*\*\* ITS – Staffing – SSA staffing.

-PEF requests SSA's be adequately staffed SW.

-PEF requests NYSIF fully implement the 2016 Call Center/Help Desk/Call Transfers LEAN project.

<http://sp.nysif.com/sites/lean/LEAN%20Projects/Call%20Center%20%20Help%20Desk%20%20Call%20Transfers/Forms/AllItems.aspx>

- PEF notes Binghamton still has no SSA.

c.) CSR1 staffing – PEF notes Binghamton has three more CSR1's retiring in the next 3 months.

- PEF was previously advised that cases are being relocated. PEF queries if management can report out as to the specifics of the movement of the cases.

Mr. Meister states that, effective 7/1/20, Safety Group cases will be transferred from Buffalo to Syracuse; 8/1/20, Binghamton SG cases will be transferred to Syracuse; and 10/1/20, Rochester SG cases will be transferred to Syracuse office. Albany will be

moving Pension 15-8 cases to NYC-Division 2. Claims' staffing is monitored, monthly, at the office level and individual and team caseloads should be being continually assessed at the local office level.

## **5.) Telecommuting/Reintegration –**

Effective 3/15/20 & 3/17/20 temporary telecommuting where possible was directed by the Governor.

Maintaining production in every NYSIF department and quality customer service is a mutual goal.

PEF and NYSIF management agree that telecommuting is successful.

- PEF requests an update on Ms. Carroll's telecommuting committee, if any.
- PEF asks, if full-time telecommuting became an option via GOER post NY Pause, would NYSIF employees be given that option?
- PEF requests full-time telecommuting remain in place for as long as legally allowed for those desiring telecommuting. Allowing employees to self-separate based on their performance preference would automatically alleviate some of the distancing standards, those who prefer to be back in the office working could be, while those who want to continue to telecommute would be left feeling safe and unexposed.
- PEF asks, if future full-time telecommuting does not materialize for state workers, will NYSIF allow the maximum of 4 days per pay period post NY Pause?
- PEF requests update on NYSIF's committee's plan for employee reintegration to the workplace.
- How does NYSIF plan to keep employees safe during this year's regular flu season on top of Covid 19 exposure?
- PEF requests Don Stephens, SWH&S Chair/PHS2/upstate and Chris Rampe, Division Secretary/PHS2 be included on NYSIF's reintegration committee.
- PEF requests that management bring concerns, issues, and anticipated changes to SWLM for input prior to implementing.

Ms. Carroll states that later today, it will be announced that NYSIF will be working remotely until further notice until we develop a plan to RTW. NYSIF is unclear as to the status of the PEF/GOER telecommuting agreement as a copy of the new agreement has not been provided to them. Ms. Czachorowski advised that she will contact PEF and advise after the meeting. Ms. Carroll states that we are productive and efficient and there is no rush to return employees to the office.

CAD drawings are being reviewed. If social distancing is not possible, higher walls are being contemplated. OGS and GOER have been consulted, NYSIF is looking for any input from any resource. NYSIF has no written plan as of yet, but it is happening on a granular level. A single, comprehensive plan is being developed.

A two-month supply of PPE is presently on hand in preparation for returning to the office. Ms. Carroll's telecommuting committee has not met in months since the COVID outbreak. Ms. Czachorowski asks if FT telecommuting would be considered post NYS pause. Ms. Carroll notes that NYS employees are not covered under NY Pause and reports that as of now, safety dictates that we will work at home. Moving forward, telecommuting will be re-evaluated. NYSIF cannot say with certainty when remote work will start to be phased out; safety is paramount.

PEF raised concerns regarding the upcoming flu season. Ms. Carroll advises that all of these items continued to be discussed.

Ms. Czachorowski requests representation on NYSIF's reintegration committee and seeks a written plan. Ms. Carroll advises that the committee meets daily and that NYSIF communication is sufficient, PEF is kept in the loop. When Ms. Carroll knows something, PEF gets that information basically in real time.

Ms. Czachorowski asks if NYSIF is also considering NYC's mass transit. Ms. Carroll advises that it is being discussed and that while some other agencies are opening, NYSIF's plan to reopen is on a week-by-week basis. NYSIF also takes their direction from the Governor's office and does not have 100% authority to make reopening decisions.

Mr. Browning presses for a specific date of RTW. Ms. Carroll states that the situation is too fluid and that many decisions are "game-day" decisions and NYSIF is taking a conservative approach. Mr. Browning reports that the Binghamton building houses multiple agencies and he expresses concerns about individuals testing positive. Ms. Carroll advises that DOH directs actions in that case. Mr. Browning asks about buildings that share space with private companies, what is the plan? Ms. Carroll says that in those cases, landlords are being consulted and the landlords are using the same guidelines and they are working together. Mr. Singapura asks about local committees in locations with multiple tenants. Ms. Carroll advises that everything is being looked at.

6.) \*\*\*Tabled\*\*\* ITS Concerns – PEF ITS staff have brought specific concerns re: reduced security, training concerns, various specialties, staffing, networking, servicing, and OOT work to this forum with suggestions for better work flow.

- NYSIF’s compartmented departments, fragmented ITS specialties, and unequal distribution of work should be reviewed and assessed.
- NYSIF’s SSA career path is stagnant.

**7.) NYSIF Budget in the midst of COVID-19. Is there any change from what was reported out at the 4/30/20 meeting?**

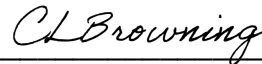
- Does NYSIF have to cut their budget due to the pandemic/NYS budget deficits?
- Since NYSIF is off budget, are we exempt from layoffs?
- Does NYSIF foresee any layoffs?

Ms. Carroll states that no layoffs or furloughs are anticipated.



6/22/2020

Cliff Meister, NYSIF Co-Chair



6/22/20

Charles Browning, PEF Co-Chair