

**PEF Statewide Labor/Management Meeting**

**Via MS Teams**

**11/19/20**

<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 (excused)	
Patty Mason	
Clifvon Jones	
John Babich	
Jeff Hutchinson	
Kathy Czachorowski	
Brandi Loveday-Chesley	
Radhakrishna Mohan	
Prashant Singapura	

**1.) Minutes** – 10/29/20 minutes approved and sent for posting.

**2.) Next Meeting** - 12/17/20 at 9:30am to address pandemic concerns, and 1/21/21 at 9:30am for a full agenda.

**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.

NYSIF advised to seek out local Business Managers in the interim due to the pandemic.

#### 4.) **\*\*\*Tabled\*\*\* Statewide Staffing Levels –**

##### a.) CSR 1 Staffing levels:

Due to the recent Hearing Rep promotions and CSR2 postings, NYSIF quite likely will be promoting/losing approximately 20 CSR1's. Are these CSR1's going to be replenished?

##### b.) ITS – Staffing – SSA staffing.

PEF requests SSA's be adequately staffed statewide. Rochester office is down to 1 SSA, Binghamton has zero, White Plains has 1, Albany is down 2.

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

Effective 3/15/20 & 3/17/20 temporary telecommuting where possible was directed by the Governor. On 10/2/20 it was again extended to 1/1/21.

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

PEF and NYSIF management agree that telecommuting is successful, and that health and safety is a mutual priority when returning to the office.

In addition to physical health and safety, PEF members are reporting many benefits including better focus, increased production, general well-being, and overall improved mental health while telecommuting.

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PEF appreciates NYSIF reporting out at this forum, and their on-going updates via NYSIF email, NYSIF intranet, and other communications with PEF. PEF seeks to continue to work with NYSIF on safe reintegration.

- PEF asks how many members have returned to the Nassau office and NYC office.

Management reports 30 employees have returned to the Nassau office and 77 have returned to the NYC office.

- PEF asks how NYSIF plans to handle Covid-19 micro-clusters for employees coming to the office when living and working in different counties.

Management responds that the screening app's questions are the filter for being permitted to enter the office. If your answer is "yes" to any question, you will be told to stay home. Travel question will be changed in conjunction with the Governor's updates. NYSIF will be flexible with schedule changes due to Covid-19 micro-clusters.

- PEF awaits a list of all building's Make/model of HVAC systems.

PEF reports out that GOER is in the process of providing that information to PEF.

PEF will advise when that information is received.

PEF Health and Safety recommends increased air changes at a rate of 4.5 ACH (air changes per hour) or greater.

- PEF asks what the ventilation settings are for Fresh Air Intake and what are the air exchanges per hour.

NYSIF responds that all ventilation systems are being monitored by professionals and are serviced often to the "gold" level. NYSIF relies on experts to determine appropriate filtration and air flow rates.

PEF asks if the experts can confirm that the air systems are within the 4.5 air flow rate. NYSIF cannot speak to this directly as they just do not know and asks if the baseline is consistent with all air systems? Neither PEF nor NYSIF could speak to technicalities of ACH.

Due to the pandemic, other NYS agencies are individually negotiating telecommuting at SWLM that is outside of the contract and outside of the temporary telecommuting agreement. PEF continues to request NYSIF consider such an agreement.

PEF seeks to work with NYSIF on implementing an agency telecommuting policy, one that would include full-time telecommuting at least during abnormal circumstances.

It is advantageous for NYSIF to have a telecommuting agreement in place:

- For when the statewide temporary telecommuting policy ends,
- in the event of another surge in Covid-19,
- in the event of any other disaster to come, statewide or local.

NYSIF's proactive approach to telecommuting at the start of the Covid-19 pandemic is what made our telecommuting imminently successful.



- PEF urges NYSIF to be proactive and enter into an agency telecommuting agreement.
- PEF to produce OSC and AG's telecommuting policies.

PEF has obtained a copy of OSC's telecommuting policy that speaks to full time telecommuting and sent this to Ms. Carroll during the meeting. The policy was originally drafted 4/1/20 and is in the process of being renegotiated due to the pandemic. PEF will also query if Tax & Finance has an agreement.

**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.) \*\*\*Tabled\*\*\* NYSIF Budget in the midst of COVID-19 -**

- NYSIF Financial Business Plan – PEF requests NYSIF's business projections for the agency.
- 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?
- Due to the reduction in policyholder premium, PEF asks if there has been any direction from the Governor or any statewide indications that speak to restructuring plans? What changes can we expect to see?

PEF requests NYSIF bring concerns, issues, and anticipated changes to SWLM for input prior to implementing. Thank you.

Cliff Meister 12/29/2020  
Cliff Meister, NYSIF SWLM Co-Chair

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