

PEF Statewide Labor/Management Meeting

Via MS Teams

2/25/21

<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 (excused)	
Prashant Singapura (excused)	

1.) Minutes – 1/21/21 minutes approved and posted to the intranet. PEF thanks management for approving and posting expeditiously.

2.) Next Meeting – Next scheduled meeting 3/25/20 at 9:30am to address pandemic concerns, and 4/29/21 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:

Buffalo is down 2 CSR1's, White Plains is down 3, Long Island is down 3.

- * PEF asks if any of these positions will be filled.
- * PEF asks what NYSIF's plan is with respect to movement of cases around the state, ie, LT, pension, NYS cases, & safety group cases.

There have been four recent CSR2 promotions in Albany and Syracuse.

- * PEF asks if the remaining CSR2 openings posted will be filled.

b.) ITS – Staffing – SSA staffing.

- * PEF requests a status/update on SSA staffing.

c.) PHS Auditor staffing –

- * PEF queries if additional PHS Auditors are needed as PHS Underwriters were assigned to do temporary PHS Audit work.

5.) Reintegration & Telecommuting –

Effective 3/15/20 & 3/17/20 temporary telecommuting where possible was directed by the Governor. On 12/23/20 it was again extended to 4/2/21.

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.

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.

a.) Office air concerns: *****Tabled*****

PEF awaits a list of all building's Make/model of HVAC system. NYSIF reports this was provided to GOER, GOER has yet to provide to PEF.

PEF Health and Safety recommends increased air changes at a rate of 4.5 ACH or greater and MERV/MERV 13 filters where possible.

b.) Telecommuting:

PEF seeks to work with NYSIF on implementing an agency telecommuting program, one that would include full-time telecommuting.

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.
- Reduced number of grievances filed due to minimal in-person presence.

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 agree to an agency telecommuting program.

PEF SWLM submitted a written Telecommuting Program to NYSIF on 12/17/20 for their review and implementation.

- PEF asks if management has had an opportunity to review the submitted draft and is interested in managements input.
- PEF members have been advised by certain managers that they have been directed to deny all requests to work from home after the GOER agreement ends in April. If that is the case, then we need movement on our agency level agreement before April 2nd.

PEF asked if Ms. Carroll would like to report out. Ms. Carroll reported that the White Plains and Rochester offices are opening on 3/8/21 for those employees who have expressed an interest in returning to the office. It will be good to roll-out the thermal scanners, pre-screening, day cleaning, etc. in these remaining offices. PEF advised that members have asked about air quality testing prior to returning to the office. Ms.

Carroll advised air quality testing is often done to measure certain particles, and it is unclear what PEF would like tested. NYSIF assures that landlords are servicing HVAC units to the fullest extent possible, and experts continue to be consulted.

Ms. Carroll reports that other agencies' telecommuting programs are being reviewed along with our proposal. It is unclear if there will be another extension between GOER and PEF. Discussions with Executive and unions are forthcoming; discussions about draft procedures are in process.

PEF shared there are rumors abound that there are some managers who are stating that there will be no more telecommuting; Ms. Carroll requests specifics be sent and unequivocally states that whoever is stating this is not speaking on behalf of management as even she does not know what the future holds in this regard. We do not know at this time what the status of telecommuting will be after April 2.

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 workflow.

- 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 03/22/2021

Cliff Meister, NYSIF Co-Chair

CL Browning 03/22/2021

Charles Browning, PEF Co-Chair