

PEF Statewide Labor/Management Meeting

Via MS Teams

3/25/21

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

1.) Minutes – 2/25/21 minutes approved and posted to the intranet. PEF thanks management for approving and posting expeditiously.

2.) Next Meeting – Next scheduled meeting 4/29/21 at 9:30am for a full agenda. PEF proposes 5/27/21, 6/24/21, & 7/29/21 for pandemic related concerns.

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.

GOER's Telecommuting agreement is again up for extension; PEF requests an agency agreement be in place to pick up full time telecommuting when GOER's SW agreement ends.

- **PEF asks the status of NYSIF's telecommuting draft.**

PEF also reports some supervisors are being told that supervisory coverage in the office is needed. What is NYSIF's plan for this supervisory coverage? Is it on a voluntary basis, and if not, is it going by seniority?

Management advised, with all offices now being open, there appears to be a lack of supervisors in some of the offices. Employees are left with no one to address work concerns, no one to address the safety regulations, and no one there for any other supervisory needs. Each office was reviewed to determine where supervisors were needed, and they asked for volunteers to return to the office.

In some offices, there were no volunteers and some supervisors who were originally expected to return to the office had changed their mind. There needs to be Supervision for the employees working in the office.

PEF has advised there have been no member concerns regarding the integrations. It was mentioned the temperature scanners are short and some members need to crouch down to have their temperature read.

Mr. Warren notes that as we sit here, one year after going to virtually 100% telecommuting, we are about a week from the Statewide Telecommuting agreement that we have been operating under expiring, with no word yet on whether it will be extended or not. We have presented our proposal for an agency level telecommuting agreement back in December. Mr. Warren also asks about NYSIF's Telecommuting task force. Last meeting it sounded like progress was being made, but we have not heard anything on it to date. We are ready, willing, and able to either agree to our proposal as presented or adopt the current statewide agreement as our agency level telecommuting agreement.

Ms. Carroll advised that GOER's temporary telecommuting agreement expires on 4/2/21 and management has no information on if it will be extended or not. Ms. Carroll also advised the draft given to management is being reviewed and continues to be worked on. Mr. Warren advised that PEF is willing to accept the existing temporary agreement be used as the new permanent agreement and asked for the names of the people on the committee. Ms. Carroll reported out that the members are: Alyce Siegel, Damaris Torres, Carrell Clarke-Europe, Michelle VanCamp, Augie Bortoloni, James Fiedler, Jay Rodriguez, Melissa Mochrie, Lawrence Montle & Chris Glorious. NYSIF wants all the departments covered on this committee.

One area that needs to be addressed in the agreement is measuring metrics. Productivity levels must be measured while working from home. This may be used as a factor when determining which employees could work from home. There is going to be more work for both the supervisors and the employees. Ms. Carroll will reach out to PEF if there is any news on telecommuting.

Management would like it noted that some of the cubicles are not tidy or neat. There have been observations of food, clothing & general untidiness in some of those cubicles. As health and safety is very important at this time, employees should be taking extra precautions to keep things clean and neat. Employees will be asked to clean out their work areas.

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 04/07/2021
Cliff Meister, NYSIF Co-Chair

CL Browning 04/07/2021
Charles Browning, PEF Co-Chair