

**PEF/NYSIF Statewide Labor/Management Meeting**

**Via MS Teams**

**5/27/2021**

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

**1.) Minutes** – 04/29/21 minutes approved and posted to the NYSIF intranet. PEF thanks management for their timely review and posting of these minutes.

**2.) Next Meeting** – Next scheduled meeting 6/24/21 at 9:30am for pandemic related concerns and 7/29/21 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:

White Plains is down 3, Long Island is down 3. PEF appreciates 4 new CSR1's in Buffalo and another posting for CSR1 & CSR2.

- \* PEF asks if these positions will be filled in White Plains & Long Island.

There have been four 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.

**5.) Reintegration & Telecommuting –**

Effective 3/15/20 & 3/17/20 temporary telecommuting where possible was directed by the Governor. It was again extended to 7/2/21.

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

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

This information has yet to be provided by GOER to PEF.

**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 review and implementation.

PEF requests an agency agreement be in place to pick up full time telecommuting when GOER's SW agreement ends.

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

PEF notes only 36 days to the expiring of current SW telecommuting agreement with GOER. PEF asks if there has been any progress or updates. Ms. Carroll states that there is progress in reviewing PEF proposals. No word on any extension to GOER/Statewide agreement. Preparations are underway to return offices to 100% capacity. Polycarbonate material is on order and installation is to be completed soon. PEF and management agree to keep each other in the loop regarding any extension of the GOER/Statewide agreement.

Ms. Carroll reports there has been an uptick in people returning to offices recently. While productivity remains high, Ms. Carroll related a story about a NYSIF employee who contacted her via cell phone and had no idea what Microsoft Teams was, which was discouraging. When remote work started, Supervisors were instructed to make sure their employees were up to speed technology wise.

PEF understands and agrees that there are some members who would be better served working in the office but reminds NYSIF that a great majority of staff are meeting NYSIF's goals working from home. PEF asks what percentage of staff SW has returned to the office. Ms. Carroll reports that a little over 15% of NYSIF employees are back in the office in some capacity.

**c.) Covid-19 CDC Guidance of 5/14/21:**

- PEF asks if there will be any change in the guidance we are currently following in the office?

Ms. Carroll reports that GOER has stated that even though some mask restrictions have been lifted in certain sectors, the current guidelines for mask wearing in state offices will remain in effect. If you can social distance, then no mask will be required. If social distancing is not possible, (i.e., walking around, bathroom, copier) then yes, masks are required. Restricted use of conference room signage has been removed; distancing and/or masking will be allowed in these rooms. An announcement is forthcoming. Break Rooms are not being re-opened at the current time. PPE will continue to be stocked regardless of mask mandates, etc. Ms. Jones asked what will happen if agreement is not extended past 7/2. Ms. Carroll states nothing is off the table in that regard, but does not have specifics at this time.

**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.

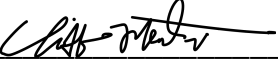
- NYSIF's compartmented departments, fragmented ITS specialties, and unequal distribution of work should be reviewed and assessed.
- NYSIF's SSA career path is stagnant.

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

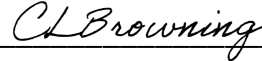
PEF queries NYSIF on their Financial Business Plan and projections for the agency.

- PEF would appreciate Ms. Gujral provide an updated presentation of the information presented in January.

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

 06/23/21

Cliff Meister, NYSIF Co-Chair

 06/23/2021

Charles Browning, PEF Co-Chair