



NYS PUBLIC EMPLOYEES FEDERATION, AFL-CIO LABOR MANAGEMENT MEETING

New York State Council on the Arts (Division 364)
New York, NY/Virtual (Teams)
January 14, 2026
3:00 PM

Present

PEF:

Liam Butler (Field Rep)
Orin Chait (Council Leader)
Gabi Nail (Secretary)
Jerry Pecchia (Labor Management Chair)

Management:

Andrea Catalfamo (virtual)
Kristine Ritson (virtual)
Heather Mikus (virtual)
Mike Turner (virtual)
Amanda Hoffman (virtual)
Abby Adler, Chief of Staff
Noah Brick, General Counsel

Roll Call

Each attendee present introduced themselves by name, title, and organization.

PEF and Management agreed to share meeting notes to produce minutes that both parties would then review before approving a final version.

Approval of Previous Meeting Minutes

The final LM minutes from our September 4, 2025 meeting were approved by PEF and Management.

Old Business

Trainings

Joint Labor Management Training

Management – understood that the person who previously conducted the training retired. Asks if PEF wants in-person training, which PEF would prefer unless virtual training is the only option. Mr. Turner notes a different field rep (Ed Bradley) a few months ago had tried to obtain this training and wasn't able to. Typically a multi-day training. Is this level of training cost effective (cost of training and cost of having OGS and NYSCA employees away from their desks) for the size of the agency with the amount of

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LM issues? PEF Notes the financial cost and leave time for training is covered under their collective bargaining agreement.

Management wonders if there are other ways to address issues. Are there specific issues PEF is hoping the training would address? What is the motivation to have the training? PEF would like to meet regularly and form a committee. If it is possible to address these concerns without a training, PEF would like to continue to explore that option. Envision and Cornell are two providers of this service which have implemented this training with other NYS agencies in 2025. PEF requests Management sign the form to move forward.

Mr. Turner noted a call will be made to Albany to ask for the training itinerary and a clearer idea of the scope of this training before signing the form. Did not provide PEF with an approximate timeline for when they'd provide this information. Denied request for PEF to be included in this reach out.

Once Management responds to PEF with the itinerary and info from Albany, PEF will provide the goals for joint labor management training and the process for this agency.

Course listings for SMLS' "Supervisory Journey" – OGS has asked Workforce Management to create a generic version of this and **will share with NYSCA when they have it hopefully by next week.**

PEF – last Leadership Development Program training session ended on Jan 9, 2026 – OGS thinks this enrollment is offered annually. In 2025, was announced in February. Can ask OER if they will be conducting this in the Spring and will let PEF know if that is the case. NYSCA Management agreed to notify NYSCA employees of training opportunities.

Bias Training – Implicit Bias training, **OGS will reach out to Civil Service for update rates on the Implicit Bias training for NYSCA.** Management notes this is not a required annual training. When OGS did bias training within their agency twice in the past, they found it mainly raised awareness of the presence of implicit bias but did not give tools for how to address it.

OGS is unclear the motivation for this training. If the issues can be solved by something else, OGS could potentially develop something in-house that would not be an extra cost and would just require staff time.

PEF expressed interest in this training as a preventative measure since NYSCA has processes that could be affected by bias. Would also be helpful since NYSCA has gained many new employees since the last Implicit Bias training was held in 2022.

PEF to research - How many new employees at NYSCA since 2022? PEF believes within their unit 8 members are new employees since 2022 and 7 members received the bias training in 2022. Within the management MC unit 7 employees are new since 2022 and 9 MC employees received bias training in 2022. Overall approximately 50% of the agency staff is new since 2022.

OGS will look for other alternatives that don't have a cost associated. OGS will change internal process to forward emails about trainings to NYSCA staff directly as opposed to going through the HR Liaison.

PEF clarified we are not asking for supervisory training to be made mandatory, but for upper NYSCA leadership to make these more visible and encourage employees to take advantage of this. NYSCA management proposed an email circulation to staff alerting of the availability of these trainings, at an all staff and then in subsequent email circulations.

NYSCA management has a general understanding this could be a helpful document to develop. The document will note the status of current roles as well as project how they think the roster will change in the future. Developing the document will be management's prerogative and a goal would be an internal document within the agency for customer relations through our help desk.

PEF expressed interest in a simple document to be shared among staff from a customer service standpoint. Both internally and externally consistent titles. The internal format would only need to include the role, who they report to, and their basic job functions. Noted the contact list on NYSCA website is out of date and does not provide much information. For example, if a staff member is out on leave and a question is posed to the help desk who is the correct representative to forward the secondary request for assistance in a timely manner to?

PEF will put together a proposal document and share with management for approval. Will send to everyone on this committee.

NYSCA Organizational Chart

NYSCA management provided PEF with an organization chart which can be distributed to staff. Management can endeavor to provide updated organizational charts in advance of each of our upcoming L/M meetings.

Fill Levels for FY26

PEF wants to know current NYSCA head count, and the available total number of positions. NYSCA management thinks total number of positions is 40.

New Business

Labor Management Committee Agreement

Management acknowledged they didn't get to this before today's meeting and have this as an action item.

PEF would like to meet quarterly and place holds on the calendar for future quarterly meetings. If there's no business before the committee the meetings could be canceled. Management would like to consider semi-annual meetings. NYSCA management is not ready to commit to a quarterly meeting hold, but can commit to a two-meeting a year cadence and additional meetings in between as needed. If there's a specific policy issue in between those meetings, OGS and NYSCA management are open to meeting in between for those specific issues if they come up. **PEF would like to talk about this offline before agreeing.**

FY27 NYS Budget Call Letter for NYSCA

PEF asks if Management can share anything about this. NYSCA management – clarifies this process. Division of Budget asks NYSCA to submit the budget. NYSCA makes submission of budget, which must replicate last year's budget. After submission of call response, then NYSCA can propose shifts of budget

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items. NYSCA is not permitted to request more than has been previously approved. NYSCA management receives budget information around 24 hours before the budget is released. Does not have a seat at the table asking for budget adjustments.

PEF expressed interest in helping in any way they can.

Staffing

PEF asks if every agency has their own way of posting positions. OGS said there are some requirements, such as posting on public bulletin boards, but there is variation across agencies. PEF notes since we are in a hybrid design for staff, can NYSCA management agree to emailing union job postings to staff in addition to posting on bulletin board. OGS says this ability falls within the agency HR Liaison functionality. NYSCA management is interested in preserving flexibility in how they post jobs.

Management would like to take the job posting agreement back to discuss and will raise in next meeting.

Vacancies and Canvasses

PEF recognizes two agency job postings are currently open for recruitment. Noted that these were announced in the all-staff and expressed a desire for these postings to be emailed out. 2 positions in operations, 3 positions in programs. There is a concern about office space if all 5 of these jobs were to be filled. NYSCA management - The filling of the jobs will be based on the quality of the applications, and not with a goal of hitting those proposed numbers. They are taking space limitations into consideration in these decisions. May have news to announce soon, but not at this time. There could be additional searches announced in coming months as well. This is a dynamic process due to budget constraints, a desire to have more employees to do this work, and making sure NYSCA has enough office space.

Job Erosion

PEF asks for confirmation if The Manager of Information Technology Lenn's grade 62 position is being back filled position to a Grade 23. NYSCA Management - How his roles and tasks are being reassigned is part of their current strategic planning.

Career Mobility Office – NYSCA Titles Listing

PEF - the titles are very outdated. Asks how it works in terms of NYSCA employee's official titles and working titles. Ie Arts Program Associate vs. Program Officer. NYSCA Management – Agencies are able to advocate for tailoring roles. Management is currently evaluating if they want to seek Civil Service's approval for updating the role titles. This is part of the strategic planning process. Involves making proposals that have to be approved by Civil Service. PEF would then receive the tentative title changes directly from Civil Service and would have a chance to give thoughts and feedback. **Liam will confirm with PEF Civil Service who at PEF receives this.**

Classification Standard – OGS will share this publicly available information. Duties, description of the class, minimum qualifications. Include when they were last updated.

PEF asks – if someone had gotten this job years ago and the job description for their title has changed dramatically, what are the expectations on that employee? Management - When expectations of roles

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change, it should happen at the supervisory level. If an employee has a concern, check the Class Standard to confirm what is in title and not. Class Standard will not be specific to each person's title, though.

Job Posting Agreement

PEF Legal dept is reviewing this right now and will send to committee when ready.

Telecommuting and Office Space Limitations

OGS – Agencies should not be allowing additional telecommuting days without permission from the governor's office. NYSCA Management - Some agencies have requested and been denied. Insufficient space is not seen as a valid reason to telecommute more than the agreed upon amount. Management is looking to create a situation where we won't have to resort to hoteling or similar situations that other agencies are using, but reserve the right to do so in the future. Management is very aware of the space issue and will provide info when available.

Date of Labor Management Meetings for 2026

PEF and Management agreed to hold May 6, 2026, 3PM for the next LM meeting.

OGS will send a calendar invite to everyone on this committee within the next day or so.

Adjournment

With nothing else to come before the Committee, the meeting was adjourned.