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# New York State Public Employees Federation

## New Hire Orientation



# Welcome to your UNION job

- Unions have been around for over 200 years
- Unions bring workers together to level the playing field and give you POWER & a VOICE at work
- Unions increase bargaining power to secure contracts and laws that respect us, protect us and pay us
- We keep fighting for better working conditions:
  - ~ OSHA    ~ Paid Vacations    ~ Overtime
  - ~ Sick Leave    ~ Pensions    ~ Workers Compensation
  - ~ 40 hr. Workweek and Weekends



# Who are we?



With the help of our parent unions, AFT and SEIU, PEF was certified in 1979. Prior to that, ALL State workers were CSEA.

PEF represents 50,000 professional, scientific, and technical employees of New York State. We are diverse and serve the public in over 3,000 job titles in the fields of Nursing, Social Work, Medical, Engineering, Counseling, Human Service Professionals, Parole Officers, Law, IT, Teaching and Therapy, to name a few.



**Visibility Actions**

**Small  
worker  
meetings**

**Lobby  
Day!**

**Town Halls!**



# Unions bring us together to make our lives better



# How you can be an active and informed PEF member?

- Social Activities
- Division Member
- Meetings
- Letter Writing
- Welcome Committee
- Contract Solidarity
- Member Mobilizer
- Demonstrations
- Meet with Legislators
- Talk to Your Steward

*Your*  
**UNION**  
**NEEDS YOU!**





# Membership = Power + Solidarity

Our last CONTRACT included annual salary increases, improved vacation and family sick leave benefits, health and safety provisions, professional development and tuition reimbursement monies, health insurance coverage, dental and vision coverages and so much more.

**PEF is MEMBER LED AND DRIVEN. Members vote for all PEF elected officials, as well as whether or not to ratify our contract.**

Members are able to participate in all union activities and events.

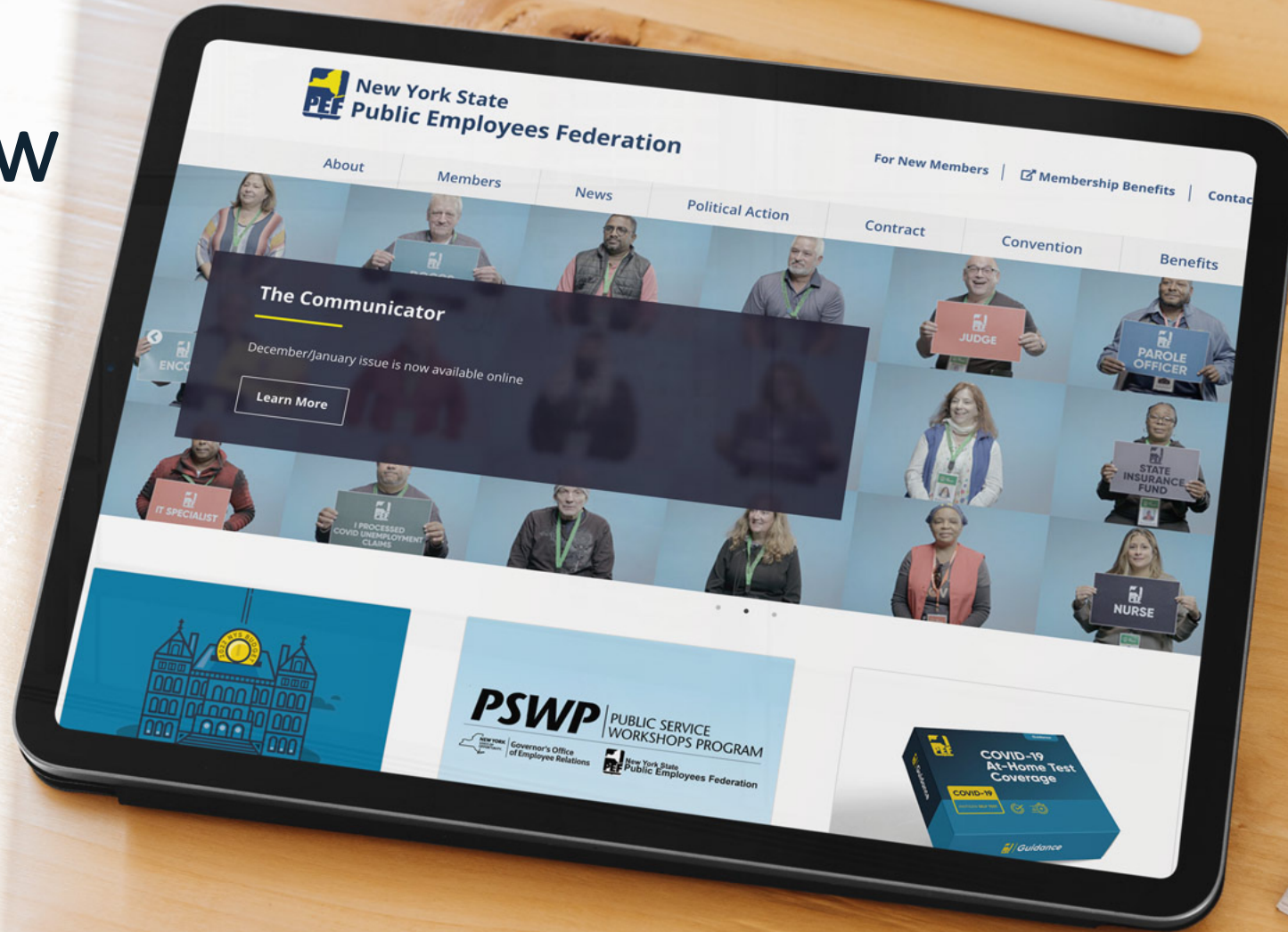
Members have access to the valuable benefits provided by PEF Membership Benefits Program.

Members are never on their own. PEF Staff and Leaders are there to provide answers to contractual and non-contractual questions; civil service, labor management and health and safety issues in the workplace; and provide representation with interrogations and discipline

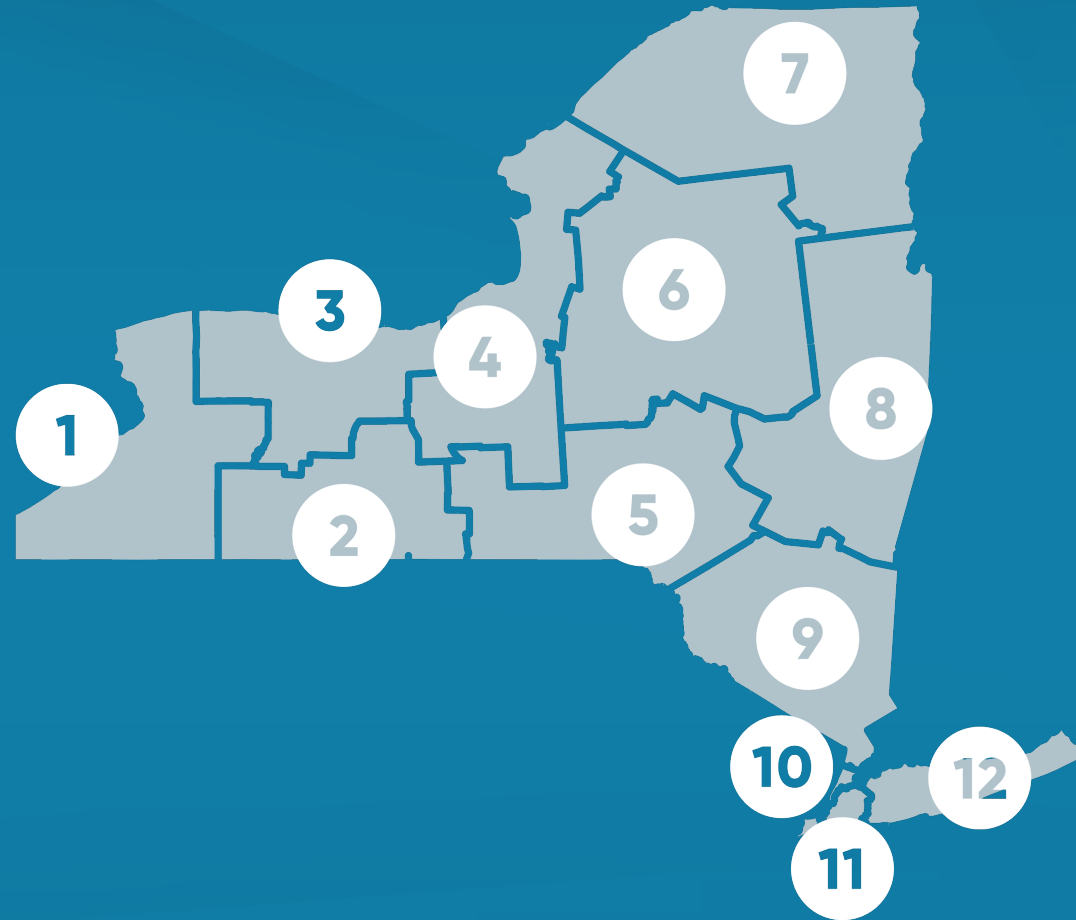


We are stronger together.

Sign up now  
at pef.org



# Which Region are you in?





# How PEF Union Dues Work for You

Every dues dollar helps defend our voice, our values, and our union.  
PEF dues have not increased in decades. They are less than 1% of your salary.

- 33%** Negotiating **FAIR CONTRACTS** that provide Better Pay and Benefits and a Secure Retirement
- 16%** **EMPOWERING MEMBERS** and Divisions with Expertise, Resources, and Infrastructure in all regions of NYS
- 14%** Advocating for Good Government and against Privatization to ensure cost-effective PEF skilled services for NYS taxpayers
- 14%** Ensuring that **PEF'S VOICE CARRIES POWER** and is heard and respected by Executive and Legislative Leaders
- 10%** Providing Civil Service Enforcement, **WORKPLACE HEALTH AND SAFETY**, Legal, and other support to help Members defend their rights and enforce our contract
- 7%** **AMPLIFYING PEF POWER** and Influence by Partnering with National and International Unions and Community Leaders
- 6%** Providing Professional Development, **CONTINUING EDUCATION**, Training, and Customized Programs to PEF Members in Diverse, Specialized Sectors

# The PEF Membership Benefits Program

*(A separate entity from PEF that provides a variety of benefits & discount programs to active, dues-paying PEF members.)*



## Valuable Insurances

- **Short-Term & Long-Term Disability Insurance that provides:**

- A cash benefit should you become medically disabled or unable to work due to an illness, accident, surgery, or pregnancy
- A source of income to cover expenses (most adults only have enough savings to cover up to 3 months of expenses)
- Needed protection as injuries and illnesses happen at any time, at any age
- Coverage that you are not eligible for via NYS Disability Benefits Law Coverage (you must get coverage elsewhere)

- **Group Term Life Insurance (should the unexpected happen to you):**

- Guaranteed protection for those who depend on you for support (spouse, children, etc.)
- Income replacement to help your family pay off debts, pay living expenses, medical expenses, etc., should you no longer be there for that support
- If you're single—a cash benefit will help your parents or other family members who may need to pay for funeral expenses, outstanding debts, etc.

# Other Valuable Benefits



## Financial Planning

Free, one-hour, personal consultation and comprehensive financial overview with a certified financial planner, annually. Receive unbiased, objective financial advice only. No investment or insurance products are sold. A written summary of recommendations will be provided.

## Credit Counseling

- Participate in a free, one-on-one consultation with a certified counselor
- Review your goals and circumstances
- Identify your income and your expenses
- Receive advise about your options
- Receive a customized action plan with recommendations for the most appropriate course of action based on your unique situation

## Student Loan Counseling

- Free financial education resources and credit counseling services
- Save 20% on student loan documentation preparation services
- Ensure you are aware of all your federal student loan options, before you borrow
- Receive counseling to help effectively manage your loans
- Get the latest information on all federal repayment plans and public service loan forgiveness
- Discounts on loan document preparation, recertification, etc.

## Debt Management Program

- Take advantage of a safe, effective way to responsibly pay off your debts in the shortest time possible
- Reduce interest rates from an average of 22% to as low a 0%.
- Reduce monthly payments to an average savings of \$135 per month
- Achieve debt repayment is an average of 45 months

# Other Valuable Benefits



## Voluntary Legal Service Plan

Reliable advice from a powerful team of legal experts, at substantially reduced costs. Includes the creation of 4 FREE key estate planning documents per year:

- Simple Will
- Health Care Proxy
- Power of Attorney
- Living Will

## Defensive Driving

- Reduce the base rate of your auto and motorcycle premiums by 10%.
- The 3 year, 10% discount applies to the premiums for all vehicles for which you are listed as principal operator.
- Helps prevent you from losing your license if you have accrued more than 11 points on your driving record.
- \$25.50 classroom course/\$19 online course

## Exam Fee Reimbursement

PEF members can apply for reimbursement of both New York State Open Competitive and Promotional Exams. To qualify, you must:

- Be an active, dues-paying member of PEF at the time of the exam AND at the time the application is received by PEF MBP.
- Provide a copy of the exam mark/grade to verify that a passing mark/grade is received. be reimbursed.
- Applications for reimbursement must be submitted within 1 year of the exam date.



# Other Valuable Benefits



## Trauma Counseling

(Provided by PEF MBP and AFT)

- Eligible members receive up to three months of counseling at no cost.
- Sessions are conducted with highly trained therapists via video, phone, or text.
- Include 24/7 incidents such as aggravated assault, domestic violence, sexual assault, mass shootings, and more, as well as work incidents such as bullying, harassment, threats, infection by contagious disease, etc.

## CarePatrol

- Services for senior citizens who are having safety and health issues in their current living situations.
- Certified Care Advisors recommend the best independent living, assisted living, memory care, nursing home, and in-home care options.
- Care options based on individual and family needs, as well as financial resources.

## And Much More

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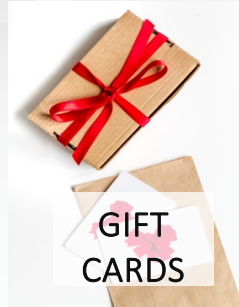
- \$15,000 Accidental Death & Dismemberment Insurance for every active, dues-paying member
- Auto, Home, Renters Insurance (Liberty Mutual & Farmers GroupSelect)
- Liberty Mutual Pet Insurance
- Aflac Accident Indemnity Insurance
- Aflac Cancer Care & Specified Disease
- Members Mortgage Benefit
- Dignity Memorial Funeral Benefit
- Assault, Trauma & Captivity Coverage
- Legal Defense Benefit
- Discharge of Official Weapon Benefit
- Justice Center Benefit
- Free Educational Seminars & Webinars

# Discounts & Promotional Offers

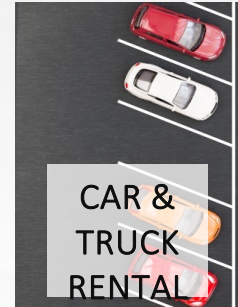


MOVIE  
TICKETS

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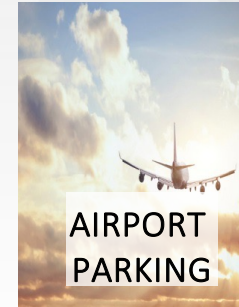


GIFT  
CARDS



CAR &  
TRUCK  
RENTAL

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AIRPORT  
PARKING



HOTEL  
DISCOUNTS

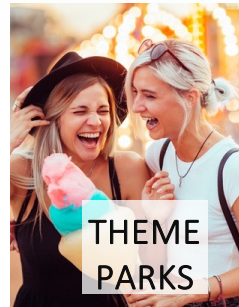


TRAVEL  
DISCOUNTS

TS



WATER  
PARKS



THEME  
PARKS

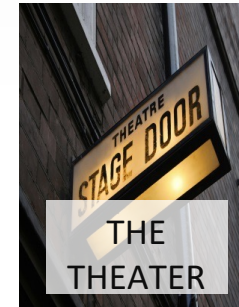


SKI LIFT  
TICKETS

S



SPORTS  
EVENTS



THE  
THEATER



ATTRACTIONS

## Contact the PEF MBP office by:

- Phone: (800) 767-1840 and use these prompts:
- Ticket orders/general inquiries: opt. 1
- Insurance: opt. 2
- Billing & Legal: opt. 3
- Retiree Dental & Vision: opt. 4

**Email PEF MBP:** [mbp@pef.org](mailto:mbp@pef.org)

## To stay informed:

- Visit our website 24/7 at [pefmbp.com](http://pefmbp.com)
- Subscribe to receive emails & follow us on Social Media



# Sign up for COPE

**Federal Politics Matter to PEF Members** - Social Security, State agencies funded by Medicaid, Safety Regulations, Labor Laws, Pension protections, Medicare

**Committee on Political Education**  
PEF's Political Action Fund for Federal Issues  
*Administered for PEF by SEIU and AFT*

Union dues cannot be used for federal elections.  
Members and Retirees may contribute thru voluntary payroll or pension deductions





# Questions?

- If you have follow up questions you would like to discuss separately, you can email:
- Local [Division Council Leader/Stewards](#)
- [Field Representative](#)
- Scott Harms – Director of Organizing [sharms@pef.org](mailto:sharms@pef.org)
- Christine Pluviose – Asst. Dir. of Organizing [cpluviose@pef.org](mailto:cpluviose@pef.org)
- Libby Militello – PEF Regions 1-5 Organizer [emilitello@pef.org](mailto:emilitello@pef.org)
- Jess Carpenter – PEF Regions 6-9 Organizer [jcarpenter@pef.org](mailto:jcarpenter@pef.org)
- Lisa Pinkard – PEF Regions 10-12 Organizer [lpinkard@pef.org](mailto:lpinkard@pef.org)
- Nora Higgins – Statewide Nurse Coordinator [nhiggins@pef.org](mailto:nhiggins@pef.org)
- PEF Membership Benefits Program – [www.pefmbp.org](http://www.pefmbp.org) or (800) 342-4306, ext. 243