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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 brings 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 56,000 professional, scientific, and technical employees of New York State. We are diverse and serve the public in more than 3,000 job titles in the fields of Nursing, Social Work, Medical, Engineering, Counseling, Human Service Professionals, Parole Officers, Law, Information Technology, Teaching, Therapy, and many more.

Where does PEF power come from from?



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 coverage, 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.

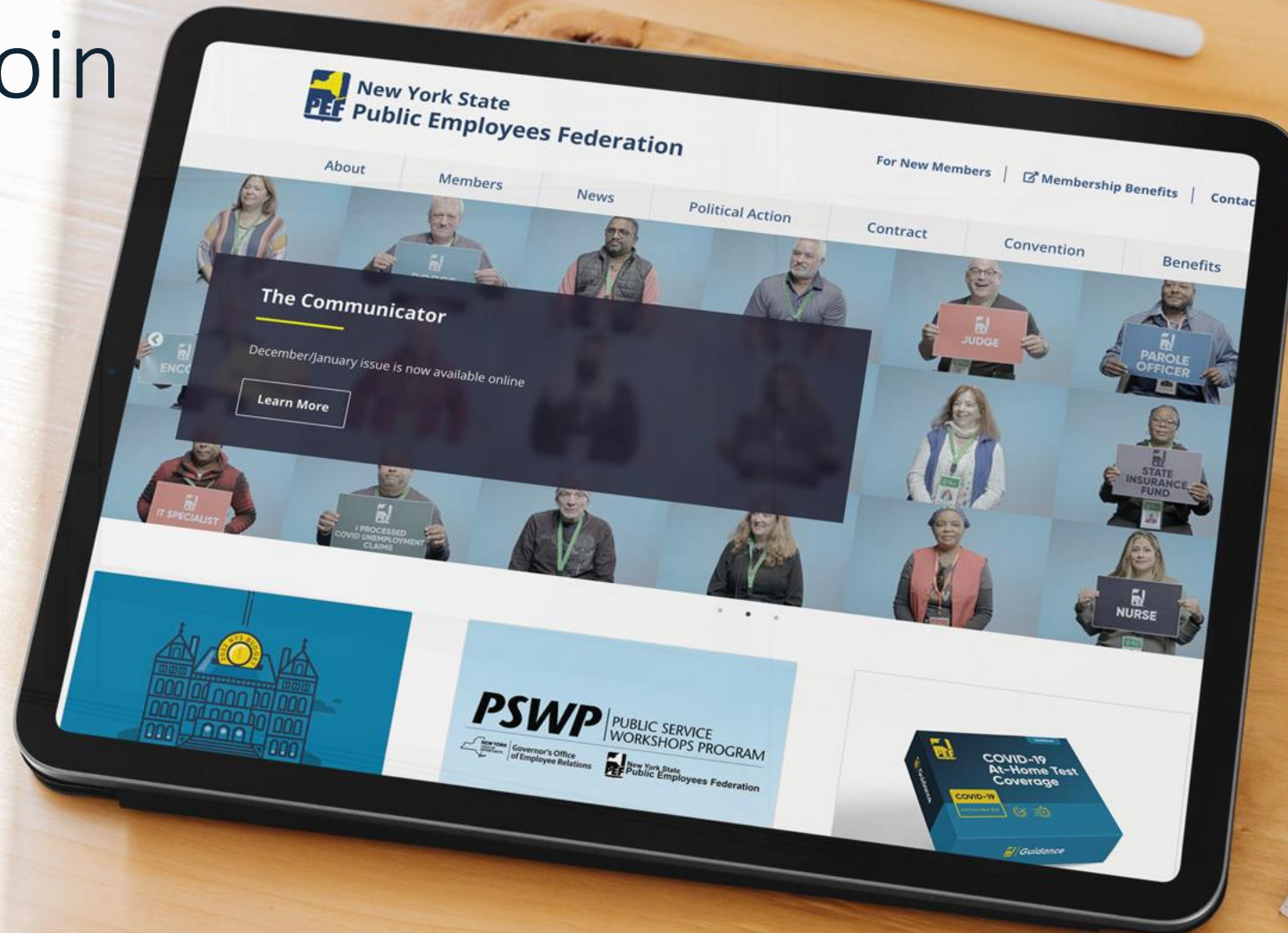
Members have access to the valuable benefits provided by the PEF Membership Benefits Program.

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 at interrogations and disciplinary meetings.

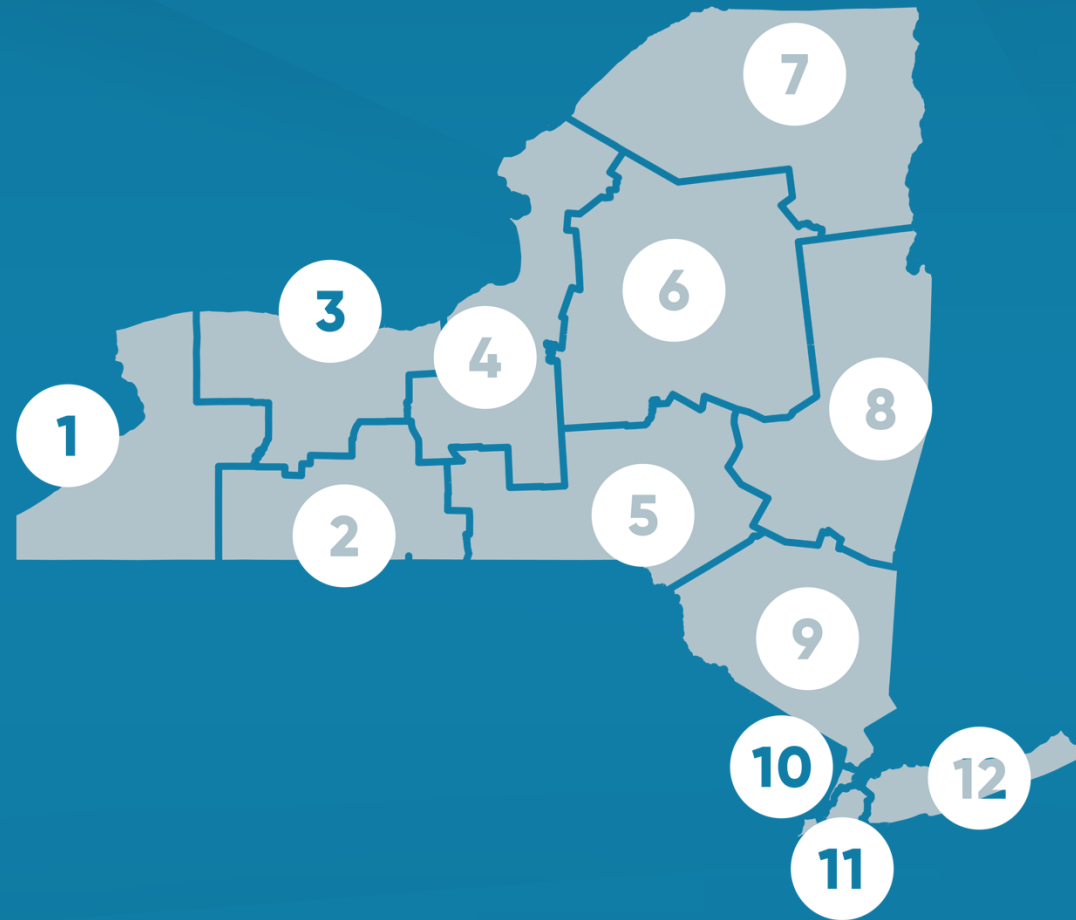


We are stronger together.

Sign up now
at pef.org/join



Which PEF 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 Privitization 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

Valuable Insurances

Short-Term Disability

- NYS employees are not eligible for NYS Disability Law Coverage through state employment.
- Provides a benefit if you are medically disabled or unable to work due to an illness or accident, surgery, or pregnancy.
- Benefit is payable for a covered disability, on the 1st day of an accidental bodily injury, and the 8th day of an illness.

Long-Term Disability

- Pays a monthly benefit if you are unable to work for an extended period of time due to a covered disability.
- Two levels of coverage from which to choose: 50% or 60% of your monthly income, based on salary on file, up to \$7,500 per month (salary to include geographic shift & location pay).
- Does not take into account earnings from investments or savings plans.

Group Term Life

- Protection for you and your family should the unexpected happen.
- Coverage amount starts at \$20,000 and is available up to 5 times basic annual earnings (\$600,000 max.).
- Coverage available for spouse/domestic partner (\$20,000, \$50,000, \$75,000 or \$100,000) and dependent children (\$15,000 per child).

Enroll within 240 days of your date of hire, no medical questionnaire required, up to the guaranteed issue amount.

Supplemental Health Plans

Accident Insurance

- Receive a cash benefit to help cover unexpected costs when you experience a covered accident that requires medical attention.

Hospital Indemnity Insurance

- When you are facing a hospital stay, you can receive a benefit to help pay unexpected expenses not covered by your health plan.

Specified Disease Insurance

- Receive a cash benefit to help cover related expenses, such as lost income, child care, travel to and from treatment, deductibles, etc.

Other Valuable Benefits

Financial Planning (No-cost benefit)

(Provided by Stacey Braun Associates, Inc.)

- 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 (No-cost benefit)

(Provided by Cambridge 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 advice 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 (No-cost benefit)

(Provided by Cambridge Credit Counseling)

- Free financial education resources and credit 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 (No-cost benefit)

(Provided by Cambridge Credit Counseling)

- 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 as 0%.
- Reduce monthly payments to an average savings of \$135 per month.
- Achieve debt repayment in an average of 45 months.



Other Valuable Benefits

Voluntary Legal Service Plan

(Provided by Feldman, Kramer & Monaco, P.C. Law Firm)

- Reliable advice from a powerful team of legal experts, at substantially reduced costs.
- Annual fee of just \$78
- Includes the creation of 4 FREE key estate planning documents per year:
 - Simple Will
 - Health Care Proxy
 - Power of Attorney
 - Living Will

Defensive Driving

(Provided by Northeastern New York Safety & Health Council)

- 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.

Low-Cost College Benefit

(Provided by Edvance)

- Save money on certificate programs as well as associate, bachelor's, and master's degrees, and even a doctorate.
- Classes are delivered 100% online.
- College partners are regionally accredited, transfer-friendly schools.
- Members receive up to 50% off tuition.
- 8-week sessions allow students to get started fast.



Other Valuable Benefits

Trauma Counseling

(Provided by PEF MBP and AFT)

- Eligible members receive up to 21 sessions of counseling at no cost.
- Sessions are conducted with highly trained therapists via video, phone, or text.
- Includes **24/7 incidents** such as aggravated assault, domestic violence, sexual assault, mass shootings, and more, as well as **work-related incidents** such as bullying, harassment, threats, infection by contagious disease, etc.

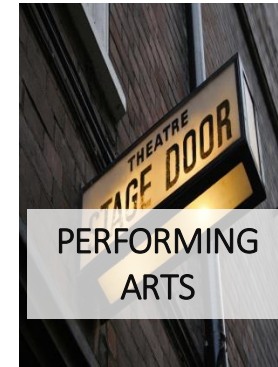
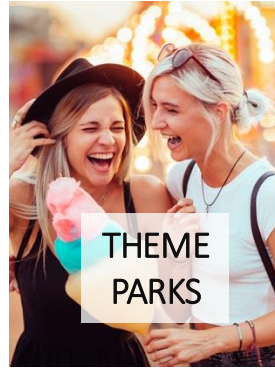
MetLife Identity Theft & Fraud Protection

- Identity & Theft Protection monitors your personal information, accounts, and online reputation.
- Financial Fraud Protection includes credit and bank account monitoring to keep your assets safe.
- Privacy & Device Protection helps protect passwords, devices, and WiFi connections from hackers.
- Service & Support with U.S. based customer care available 24/7/365 days.
- Family plans that include ten (10) additional adults and unlimited minors.
- Child monitoring tools, 3-bureau child credit freeze wizard, and fully integrated parental controls also available.

And Much More

- \$15,000 Accidental Death & Dismemberment Insurance—automatic coverage for active, dues-paying PEF members
- Assault, Trauma & Captivity Coverage
- Auto, Home, Renter's Insurance (Liberty Mutual & Farmers Choice Insurance)
- Pet Insurance (Liberty Mutual & MetLife)
- Mid-Island Mortgage UnionDirect Program
- Free Educational Seminars & Webinars
- Dignity Memorial Funeral Benefit
- CarePatrol Senior Care & Living Solutions
- Connect America Personal Emergency Response Systems
- Legal Defense Benefit
- Discharge of Official Weapon Benefit
- Justice Center Benefit
- Water Gap Wellness

Discounts & Promotional Offers



Discounts also available on coupon books, concerts, electronics, florists, home energy, and much more.

Contact the PEF MBP office by:

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

Email PEF MBP: mbp@pef.org

To stay informed:

- Visit our website 24/7/365 days at pefmbp.com
- Subscribe to receive PEF MBP emails & follow PEF MBP 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 questions you would like to discuss separately, you can email:
- Local Division Council Leader/Stewards
- PEF Field Representative – Call your Regional PEF office: www.pef.org/regions
- Scott Harms – Director of Organizing Scott.Harms@pef.org
- Libby Militello – PEF Regions 1-5 Organizer Libby.Militello@pef.org
- Jessica Carpenter – PEF Regions 6-9 Organizer Jessica.Carpenter@pef.org
- Darryl Stevenson – PEF Regions 10-12 Organizer Darryl.Stevenson@pef.org
- PEF Membership Benefits Program – www.pefmbp.org or (800) 342-4306, ext. 243