

USW Labor/Management Agenda

October 23, 2024

PEF Headquarters

STANDARD UPDATES:

1. Meeting Minutes
2. Staffing Report
 - a. Discussion on Special Events positions. Items are now permanent not temporary.
 - b. BB: Teddy V.? TK: Teddy retired, the person who took the job is no longer here. We posted again and are hiring as soon as we can.
 - c. BB: Bookkeeper position? I see Rhonda is not here. Filling? SMB: no not until we find a financial exec. We want to replace Russ first so the new financial exec can choose their team. Sharon is out on leave.
 - d. BB: Was Tara's position replaced? TK: Yes. BB: We should fill with internal candidates rather than hiring from the outside. If not, it does not help with morale - we feel that internal candidates should have more weight. TK: it is not about hiring outside instead of internal. We look at their skill level and experience – regardless.
 - e. Misc other discussions.
3. Joint Committee on Health Benefits – asked if Lyndsy can report on the meetings from Health Benefits Committee.
4. Staff Training/New Field Rep Training – not much to report. KV: Looking at Rutgers for a labor-intensive training. If staff, sees something they are interested in we encourage them sign up. Also - reps going to Boston for labor arbitration.
5. BB: Annabelle – engaging with Admin to see what kind of staff training or training at work we think peeps will benefit from

OLD BUSINESS:

6. Access to Headquarters Offices - Follow -up
 - a. TK: have not changed position, talked to Joe C about it and talked about a safety policy put in place – continues to be an issue.

7. Location/participation in USW Grievance Process and Interrogations – Follow-up
 - a. BB: We discussed the grievance process would all be in Albany and to participate, you need to come here to HQ, and that is not fair. I sent you a quick request in an email, you thought you would get back to me. TK = I have a draft here that you all can look at after the meeting .TK handed out draft to everyone.
8. NYC Congestion Pricing – update/discussion
 - a. BB: updates on any sides? Not sure. TK: still waiting. Pricing is still on pause, lawsuits, we are willing to negotiate if this goes through BB: ok great, we don't want it to be a financial burden.

NEW BUSINESS

9. Executive Assistant/Special Events
 - a. Covered under staffing. What is everyone's role in Special Events? We want to confirm back up. Yes we are.
10. Contract Language Meals/Hotels – Todd's email.
 - a. We decide where we go to eat etc., but if we are getting hotels, I thought we had to go through Special Events? TK: you can, historically there are two ways to getting a hotel room. GSA rate approved; you can get yourself. Or could have gone through Meg Allen and Kim. We have had requests for staff who and they did not want that particular hotel. You can pick yourself if it is under the GSA rates. If you just request a room and they give you whatever, if it is over the rate, we won't be charged, correct? TK: correct, I give them rooms in NYC that I would like to stay at the GSA rates and then give to SE and ask them to book at that certain place.
 - b. BB just want to make sure we are not charged.
 - c. SMB: makes MBP travel arrangements but speaks with staff at MBP to do so.
11. Convention Car Repairs
 - a. BB: Just want to know what is going on with making people whole
 - b. TK: we intend to make them whole. We are just waiting on bills from staff and must review it. Talk about morale, we do not have to do this, but it is the right thing to do. We will work on this case-by-case basis.

12. Holiday Vacation Time

- a. BB: couple offices put out an email you need to submit time to take off by a certain date – we do not have contract language that states that. I think your saying if you want your seniority to mean something. TK: I had no idea department were doing that, but it is up to the director and manager of the department. It has been decentralized. I would say.
- b. KV: In field we break it down by management and just to know who is doing what, we want to have one exec assistant on each day PEF is open it is really for the staff to plan and do things ahead of time as soon as possible. JS: We send that same notice going back at least two decades, we ask that we know by this date, we need to have coverage.
- c. BB: my point is we do not want it to push anyone out or make them ineligible to take time off that they have.
- d. TK: It sounds like there is a problem, and if there is a person who has an issue they should go to their director.
- e. KV: How does it work with telecommuting. JS: the MOU language is putting it clear, refer to the MOA. If they must work a day in the office that is usually their telecommuting day. TK: the holiday telecommuting issues needs to be discussed with their director.
- f. BB: anyone else have anything to discuss? Consensus – NO

Robert Beckwith

Signature of USW Representative

Loba Beckwith

Signature of USW Labor/Management Chair

Todd M. Kerner

Print Name of PEF Representative

[Signature]

Print Name of PEF Labor/Management Chair