

USW Labor/Management Agenda

April 22, 2025

PEF Headquarters

Geraldine Stella	Todd Kerner
Stephanie Ide	Lyndsy Celestino
Rebecca Lalli	John Svare
Katie Vorwald	Ray Brown
Joel Briggs	Stephanie McLean-Beathley
Jessica Carpenter	Ed Aluck
Bob Beckwith	Kate Stickle
Niki Grabo	Patricia Richardson
Nicole Toro	

STANDARD UPDATES:

1. Meeting Minutes – thank you to Niki and Stephanie – we are up to date
2. Staffing Report
 - a. Senior Field Reps – what do they envision them doing?
 - i. Senior Field Reps will be promoted internally and function as mentors (onboard new reps, answer questions, may need to travel and spend some time with reps, develop training for staff, facilitate training, handle steward training, and a lesser workload.
 - ii. Their position is not being backfilled.
 - b. Multi-Region Field Reps – x2
 - i. Same job duties, fill in some geographic gaps, back-up assignments when field reps go on vacation/staff coverage.
 - c. Regional Director in Albany – just hired Annie Rutsky, starting 5/5
 - d. Associate Counsel – added a new position and actively interviewing
 - e. Travel Assistant – x2
 - i. We eliminated the Executive Assistant position in Special Events and replaced it with another Travel Assistant.

- f. MBP
 - i. Finance - Director, Senior Accountant, 3-bookkeepers
 - ii. Insurance – one was promoted, one is on HOLD
 - g. Contract Admin – we hired someone temporarily to cover a leave for health benefits.
 - h. Civil Service – Veronica Foley is now the Director
 - i. Health & Safety – Assistant Director – NEW
 - i. There is a lot of health & safety issues, and the Director/department needs help with major projects at the statewide level, some supervision, and will still have some assignments with agencies.
 - ii. Will back fill if we fill internally.
3. Joint Committee on Health Benefits
- a. Scheduled to meet every quarter
 - b. Next meeting date is August 2025
 - c. USW is starting to hear some items are not getting paid for and employees need to appeal. HR is helping and USW appreciates that.
 - d. Lyndsy mentioned that they had their plan review and the GLP's are changing, it will become stricter.
 - e. Telehealth services have increased – which is good
4. Staff Training/New Field Rep Training
- a. Excel has been offered to everyone
 - b. PEF will also offer Outlook and Teams training
 - c. Field Rep training – July at Rutgers

OLD BUSINESS:

5. Current COVID Practices- Follow up
- a. **ACTION ITEM: Geraldine will have some new guidelines at next meeting**
 - b. Directors should not share employee names, but based on smaller departments, it may be obvious
6. Morale Events- Discussion
- a. **ACTION ITEM: USW would like to put together a committee and will mention it at their conference day in June.**
 - b. Todd – has a couple people in mind to add from the MC side

7. Building Cleaning- Updates

- a. Preventative measures for ants
 - i. Yes, someone comes in to spray outside of the building
 - ii. There are a couple plants in the lunchroom – take them out of lunchroom.
 - iii. Keep sugary drinks and food sealed.

NEW BUSINESS

8. USW Interrogations- Discussion

- a. Had a steward meeting with USW
 - i. They had 10-12 interrogations in the past year
 - ii. Also had a discussion regarding grievance location
- b. Interrogations are stressful / anxiety producing, changes their feeling about work, especially when they travel
 - i. Can PEF look at it more - if an interrogation is necessary and they need to travel to HQ (changing schedule, all day event) – can we call it something else? Can a USW Rep be involved?
- c. Todd - there are two buckets – true discipline and party to an incident
 - i. We err on the side of considering a meeting with a unit member, an interview under the contract, to be safe for both the employee and employer.
 - ii. Laws have also changed, and PEF has an obligation to investigate – we must take complaints more seriously
 - iii. **ACTION ITEM: Open to a discussion and need to chat separately about best practice and creating precedent**

9. PEF Leases – Discussion

- a. Please keep USW updated and keep in mind if the travel is farther
- b. Region 9 – discussion to possibly move
- c. Region 2 – ends in December 2025 and we are looking at other options
- d. Region 4 (NYSUT) – doesn't plan on moving out of the building but may move to a different spot
- e. Region 12 – early March 2026 – people seem happy with it

Next Meetings:

July 23rd and October 29th

Nicole Goralski

Print Name of USW Representative

Alicia Jaks

Signature of USW Labor/Management Chair

Todd M. Kerner

Print Name of PEF Representative

[Signature]

Signature of PEF Labor/Management Chair