

GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS MISSION

To advance the performance of state government through collaborative labor relations, workforce training, education, and benefits.

PRE-TAX PROGRAMS

FLEX SPENDING ACCOUNT is a pre-tax program that saves employees money on health care and dependent care expenses.

>> goer.ny.gov/fsa

HEALTH CARE
SPENDING ACCOUNT

14,276

State employees enrolled

ADOPTION
ADVANTAGE ACCOUNT

2

State employees enrolled

DEPENDENT CARE
ADVANTAGE ACCOUNT

7,045

State employees enrolled



PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of September 30, there were **3,248** employees participating in NYS-Ride, the State realizes a 12-month annualized savings of **\$35,536** (the net of FICA savings minus lost tax revenue), and State employees save an average of **\$513** per year. Participation has increased slightly over the last quarter.

>> goer.ny.gov/nys-ride

HEALTH INSURANCE UPDATES AND HIGHLIGHTS

Health Care Spending Account

Save money on your health care expenses by enrolling in the Health Care Spending Account. Through payroll deductions, you can set aside pre-tax dollars to pay for qualified medical expenses that are not covered by your health insurance plan. This includes copays, unreimbursed dental and orthodontic charges, and medical supplies from the pharmacy. A debit card can be used to conveniently pay directly for most charges. Enroll from November 2 through 29 for Plan Year 2022.

Empire Plan - Diabetic Supplies

Beginning January 1, 2022, Empire Plan enrollees can obtain certain diabetic supplies at a network pharmacy with no copay. These include insulin syringes, insulin needles, insulin pen needles, alcohol swabs, and gauze. These supplies will continue to be available at no cost through the Home Care Advocacy Program.



HEALTH BENEFITS

Empire Plan enrollees and their dependents can access a doctor anytime 24/7/365 through LiveHealth Online. Download the app and register with your Empire Plan ID# and Group #30500. LiveHealth Online is available for medical or mental health visits at no cost to you.

LiveHealth Online Utilization

Over a 18-month period, **7,271** Empire Plan members registered, and **8,258** on-line medical visits were held.

STATEWIDE TRAINING HIGHLIGHTS

WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

>> goer.ny.gov/training-and-professional-development



MANDATED TRAINING

Language Access for Frontline Staff

was re-released to Executive Branch employees. It was updated to reflect policy changes.

Equal Employment Opportunity: Rights and Responsibilities

was released to Executive Branch Agencies and Authorities to be completed by December 31.

Training Directors Roundtable

Hosted **2** webinars providing the training community with updates and discussions on NYS training initiatives with **65** NYS training professionals in attendance.

Learning and Development Series

10 virtual classes were held during this quarter with **141** participants completing training.

Empire Star Public Service Award

GOER received and approved a total of 41 proposals from the first round of award recipients. To date a total of \$148,981 has been approved with an expenditure of \$2,400 this quarter.

Labor-Management Educational Reimbursement Programs

The following reimbursements were made from the previous contract period.

PEF College Tuition Reimbursement Program

3 applications were approved for a total expenditure of \$3,880.

PEF Workshop and Seminar Reimbursement Program: 2 applications were approved for a total expenditure of \$1,150.

M/C Reimbursement Program

M/C Tuition Reimbursement Program: Four applications were approved for a total expenditure of \$4,701.



Public Service Workshops Program

PSWP delivered **30** virtual M/C workshops totaling just over **29** training days with **359** participants completing the training.

NYS M/C Leadership Institute

40 applicants were accepted for the fifth cohort.

Excelsior Service Fellowship Program

An eighth cohort of **50** Fellows began and Orientation was held virtually in September.

An additional **5,000** Continuing Legal Education credits were made available to NYS attorneys through the online training provider NACLE. Credits are accessed through a portal on the SLMS.

NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING

>> nyscseapartnership.org/

Job Skills and Professional Development (ASU, ISU, OSU, DMNA)

2021 SUMMER WEBINAR SERIES

Series concluded during August with **264** employees attending **19** webinars.

FALL 2021 SKILLS FOR SUCCESS

The program is underway with **28** webinars and online courses scheduled from September through December 2021. To date, **304** employees have applied for **947** seats.

2020-2022 APPLIED SKILLED TRADES PROGRAM

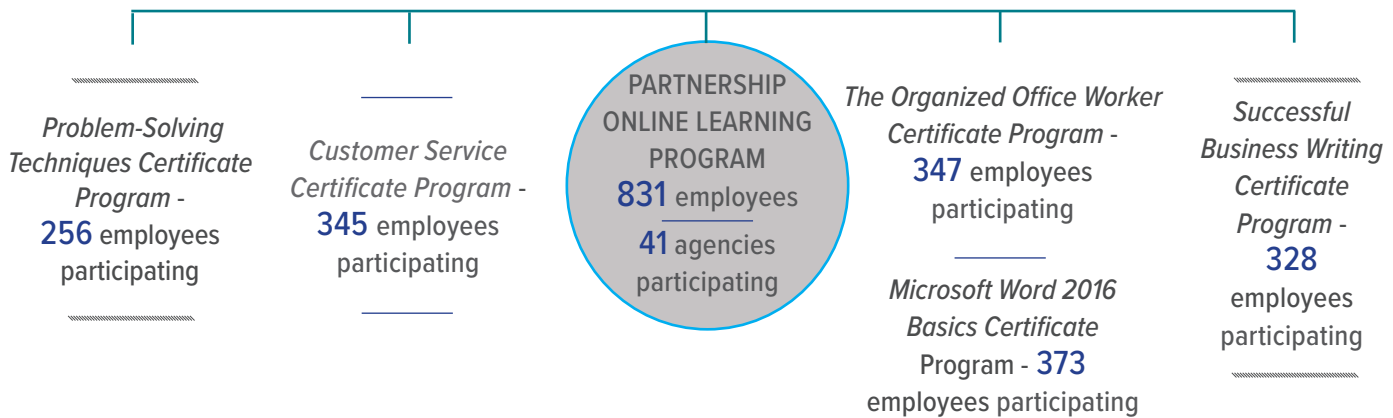
74 employees are participating in: Long Island Region (electrician and plumber/steamfitter), Southern Region (plumber/steamfitter), Capital Region (carpenter), Central Region (carpenter and electrician), and Western Region (electrician). To date, employees have completed *Math Fundamentals*, *Technical Math*, *Blueprint Reading Fundamentals*, *Workplace Communications*, and first trade-specific courses.

ADULT EDUCATION BASICS

25 employees are enrolled in the Math Refresher 1 course. Beginning in October, the course will run for six consecutive weeks, with virtual lessons twice per week. The Partnership is also in the process of enrolling employees in the AEB Effective Reading Skills 2 course, which will begin in November.



ONLINE LEARNING PROGRAM



Tuition Benefits

The 2021 Tuition Benefits Program for Executive Branch employees began on April 1. To date, 2,136 employees have applied for 4,550 benefits. 1,220 benefits have been paid totaling \$1,095,342. Since the start of the 2016-2021 NYS-CSEA contract, 45,333 benefits have been issued to 11,226 employees. 31,044 benefits have been paid totaling \$25,267,152.

244 employees are participating in the following targeted tuition programs: RN/LPN (190), Information Technology (30), Welding (13), HVAC (10), and Legal Assistant Trainee (1).

Staff continues to administer the tuition benefits program for CSEA, Inc.; Health Research, Inc.; NYS Teachers' Retirement System; State University Construction Fund; and VOICE/CSEA.

QUALITY OF WORK LIFE GRANTS PROGRAM

During the quarter, the review committee approved **43** grants totaling **\$78,528**. During the current NYS-CSEA contract period, **512** grants have been approved for **22** NYS agencies and **118** CSEA locals, totaling **\$859,469**.

Advisement Services

Advisors responded to **3,432** calls and emails from employees requesting advice and information on issues such as tuition benefits, financial aid, basic skills, nursing programs, starting or returning to college, and high school equivalency test preparation.



Safety and Health

The NYS and CSEA Statewide Safety and Health (Article 15) Committee met during August and September to discuss topics of mutual concern around worker safety.

High Voltage Electrical Safety (ARC Flash) Training

22 employees attended and the training was funded by the Partnership's Safety and Health Grants program.

Forklift Operator Safety Awareness Worksite Training

Training was delivered at SUNY Cortland; Shawangunk Correctional Facility; and Gouverneur Correctional Facility.

Field Staff Activities

During this quarter, staff hosted information tables at **15** NYS agencies/facilities and CSEA events.

Field staff made **1,229** phone, text, and email contacts with NYS managers and CSEA leaders statewide to update them on Partnership programs and services.



Employee Assistance Program

EAP MARKETING

Soe EAP reaches NYS employees:

- *EAP Connection*, a digital newsletter
- Website: goer.ny.gov/eap
- *EAP Training for Supervisors* located on SLMS and YouTube
- Live webinars on a variety of wellness topics



EMPLOYEE ASSISTANCE PROGRAM

served **4,334** first contacts by employees and family members

EAP coordinators responded to **25** critical incidents.

EAP GRANTS

In July, EAP opened the 2021 EAP grant cycle. A total of **\$150,000** in grant funding was made available to EAP committees throughout the State to support the promotion of EAP services. To date, **101** applications have been submitted by **18** different agencies totaling **\$129,075**. Applications are still being processed and additional grant funding is available.

Employee Assistance Program: Wellness

✔ **4,581** subscribers to the WellNYS Daily To-Do. An increase of **552** employees over last quarter.

✔ **81** WellNYS Ambassadors promote WellNYS Everyday to employees in their agencies.

WELLNYS EVERYDAY MONTHLY CHALLENGES
671 employees participate.

WELLNESS WEBINARS

18 wellness webinars were held for **665** participants on the topics of moving more during the workday, managing stress, exploring hobbies to reduce stress, creating healthy habits, and promoting healthy eating.

DIRECTIONS: Pre-Retirement Planning Seminars

DIRECTIONS: PRE-RETIREMENT SEMINARS

Fall sessions began in mid-September. There were **8** webinars held serving **310** employees.



LEARN MORE ABOUT THE DIRECTIONS: PRE-RETIREMENT WEBINARS

Pre-Retirement Seminars are generally held throughout NYS for Executive Branch employees who are at least 50 years old and eligible to retire within five years. As a result of the pandemic, the seminars are being conducted through Webex.

Visit goer.ny.gov/pre-retirement-planning-information to access retirement planning resources including the online 11-Chapter *Self-Help Guide, the Retirement Checklist for NYS Employees*.



NYS Network Child Care Centers

The NYS Network Child Care Centers continued their efforts to build enrollment back to pre-pandemic levels while struggling to find qualified staff who were available to work.

Work-Life Services staff assisted the centers in understanding the latest updates from the NYS Department of Health and the NYS Office of Children and Family Services on quarantining, vaccinations, and the mask mandate for children older than two years.

Health and Safety and Professional Development Grants

Work-Life Services staff distributed the 2021-2022 guidelines and applications to the child care centers' directors and board chairs. The amount of the grant award will be based on the percentage of State employee families enrolled at the center.

NYS/UUP JOINT LABOR-MANAGEMENT COMMITTEES

>> goer.ny.gov/nysuupjlmc

The NYS/UUP JLMC funded the following programs during this quarter:

Dr. Nuala McGann Drescher Leave Program

On September 17, the NYS/UUP JLMC staff met with the Diversity, Inclusion and Equity Committee, to review applications for the Dr. Nuala McGann Drescher Leave Program. The applications were approved by the applicant's campus and provided funding to support the applicants. Of the **19** applications that were submitted, **15** were approved for funding by the Committee, for a total of **\$78,040**.

Retraining Fellowship Program

39 applications were submitted by Pharmacy Technicians from Upstate Medical Center for reimbursement of a license registration fee of **\$175**, which is required by the State Education Department, Office for Professionals for Pharmacy Technicians to perform certain tasks that are essential to their jobs. A total of **\$6,650** has been reimbursed for this quarter. The Retraining Fellowship Program provides funds to support training or retraining that is needed or required for employees' continued employment.

Certification and Licensure Exam Fee Reimbursement (CLEFR) Program

69 applications were received and processed for a total of **\$47,933.05**.

Empire Knowledge Bank (EKB) licenses

39 new and reactivated licenses were issued.

✓ OTHER NYS/UUP JLMC PROJECTS AND ACTIVITIES

Campus Grant Program

A campus grant application was received from SUNY Geneseo seeking funding for SUNY's Strategic, Academic, and Innovative Leadership Institute, for a leadership summit. The grant is pending a joint decision from the Campus Grants Committee.

Dr. Herbert N. Wright Safety and Health Grant Program

An application was received from Buffalo State seeking funding for an Advanced Certificate in Disaster & Emergency Management course. The grant is pending a joint decision from the Safety and Health Committee.

Empire State College Virtual Workshops

Plans are being finalized to continue delivery of professional development workshops. The workshops that will be offered are:

- Communicating Effectively in the Globalized Workplace
- Diversity: Learning how to Leverage "Difference" at Work
- Leadership: Developing the Leader Within
- Workplace Civility: Creating and Maintaining a Positive, Respectful Work Environment

NYS/GSEU LABOR-MANAGEMENT COMMITTEE (NYS/GSEU LMC)

Professional Development Program

75 applications from **10** campuses were reviewed and approved for the NYS/GSEU Professional Development Program. A total of **\$24,140** was awarded.

UNION AND BARGAINING UNIT CONTRACT NEGOTIATION STATUS

CSEA: Administrative, Operational, Institutional and
Division of Military and Naval Affairs Units
Contract: April 2, 2016 - April 1, 2021
Negotiations about to begin

PEF: Professional, Scientific and Technical Unit
Contract: April 2, 2019 - April 1, 2023

UUP: State University Professional Services Unit
Contract: July 2, 2016 - July 1, 2022

CWA/GSEU: State University Graduate
Student Negotiating Unit
Contract: July 2, 2019 - July 1, 2023

DC-37: Rent Regulations Services Unit
Contract: April 2, 2016 - April 1, 2021
Negotiations about to begin

NYSCOPBA: Security Services Unit
Contract: April 1, 2016 - March 31, 2023

Council 82: Security Supervisors Unit
Contract: April 1, 2009 - March 31, 2016
Pending interest arbitration

PBANYS: Agency Police Services Unit
Contract: April 1, 2015 - March 31, 2019
Negotiations underway

NYSPIA: Investigators and Senior Investigators Unit
Contract: April 1, 2018 - March 31, 2023

PBA: Troopers, Commissioned and
Non-Commissioned Officers Units
Contracts: April 1, 2018 - March 31, 2023