



# **Report to the Legislature on the Activities and Expenditures of the Labor-Management Committees 2022-2025**

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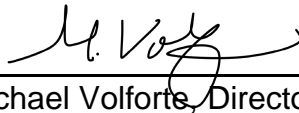
New York State Work-Life Services  
NYS & CSEA Partnership for Education and Training  
New York State - Public Employees Federation Labor-Management Committees  
New York State - United University Professions Joint Labor-Management Committees  
New York State - NYSCOPBA Joint Labor-Management Committees  
New York State - Council 82 Joint Labor-Management Committees  
New York State - PBANYS Labor-Management Committees  
New York State - State Police Joint Labor-Management Committees  
New York State Joint Labor-Management Committees on Health Benefits

**Report to the Legislature  
on the  
Activities and Expenditures  
of the  
Labor-Management Committees  
2022-2025**

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This report was prepared pursuant to Chapter 524 of the Laws of 2005, which requires that the Office of Employee Relations (OER) report to the Legislature on the activities, projects and expenditures of the statewide Joint Labor-Management Committees. In addition to meeting the legislative requirement of Chapter 524, this report is designed to serve as a resource for other government jurisdictions, public employee unions and individuals who express an interest in New York State's vast experience with the joint Labor-Management process on a statewide level.

Submitted by the Director of the Office of Employee Relations on May 30, 2025.



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Michael Volforte, Director

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## **INTRODUCTION**

New York State and public sector unions have been involved in innovative, cooperative programs that have served as models for labor relations across the nation. When labor and management sit down at the same table – not as adversaries, but to cooperatively address issues of staff development, productivity and quality of work life – major changes will take place.

New York State's highly successful experience with Labor-Management Committees began in the mid-1970s. A few of the examples of programs designed by labor and management to improve the working lives of State employees are pre-tax flexible spending accounts for dependent care and medical expenses, and commuter transportation expenses, labor-management training for more expeditious handling of grievances, skilled trades training, on-line training, pre-retirement planning, retraining and professional development opportunities.

The Labor-Management Committees described in this report have developed proactive programs that reflect the unique needs of State employees represented by the public sector unions. Each section of this report provides an overview of a specific committee's functions and highlights its program activities over the past three years.

## **HISTORY OF LABOR-MANAGEMENT COMMITTEES IN NEW YORK STATE**

Though it is widely believed that the first experience New York State had with Labor-Management Committees began in collective bargaining in 1979, the origins of the State's experiment commenced three years earlier.

In 1976, when severe fiscal distress forced the layoff of 10,000 employees statewide, the State and the largest union representing State employees, the Civil Service Employees Association (CSEA), negotiated and funded a Continuity of Employment Committee. Over a three-year period, this Committee studied the impact of the layoffs that had occurred and operated several demonstration projects, including setting up a center to help displaced employees secure new jobs. The success of these efforts led both labor and management to extend cooperative programs.

New York State, along with CSEA and the Public Employees Federation (PEF), renewed the Continuity of Employment Committee concept in 1979 and expanded its mandate to include work environment and productivity issues in that same year. United University Professions (UUP) and the State began their history of joint labor-management cooperation with the development of a Committee on Employment. Since that time, the State and the public employee unions have created a myriad of joint committees designed to meet the emerging needs of employees and management in the workplace.

Many programs developed by these joint committees have made the transition from pilot projects to ongoing programs funded by specific articles in the State-Union Agreements. The statewide Employee Assistance Program (EAP), the NYS & CSEA Partnership for Education and Training (Partnership) Applied Skills Program, and funding for a range of child and dependent care services have become ongoing programs that have achieved national acclaim. These are ideal examples of labor and management working together to improve the quality of work life for public sector employees.

## **THE GOAL OF LABOR-MANAGEMENT COMMITTEES**

Labor-Management Committees address issues of mutual concern in a nonpartisan, cooperative fashion. They provide a forum for dealing with many deep-seated problems such as government downsizing and low employee morale, as well as long-term needs to provide employee training and professional development programs. The benefits of cooperation accrue to both sides. Increased job satisfaction for employees, for example, is linked to increased productivity for the State. It also supports the State's desire to retain the most qualified employees when competing with the private sector for recruitment in a tight labor market.

The joint committees also can act as a "safety valve" for the respective parties at the negotiating table. Often issues are brought to the table that are extremely complex and confrontational. They can ultimately slow or damage the ongoing, often delicate negotiation process. The Labor-Management Committees provide a vehicle for both sides to examine particularly perplexing issues in a less adversarial forum and begin to seek common ground for resolution. The result is a regular discussion of issues of mutual concern throughout the term of the contract period. Such ongoing communication helps both parties to better prepare to negotiate new terms and language upon the expiration of each contract.

A good example of the success of Labor-Management Committees in resolving long-term problems is evident in the area of dependent care. The Family Benefits Program (FBP) was originally established in 1981 as the New York State Labor-Management Child Care Advisory Committee (NYSLMCCAC) in response to the changing realities of the modern family and workplace. At its inception, the focus of the childcare initiative was to establish a network of work site childcare centers for children of State employees. Over the years, the scope of the NYSLMCCAC has evolved to include enhanced resource and referral services for child and elder care, flexible spending accounts for dependent care and health care, summer camps for school-aged children, and parent education resources. In addition, in 2004, FBP programs and those of the Employee Assistance Program (EAP) Labor-Management Committee were brought together under the umbrella of Work-Life Services to help State employees identify and access employee benefits more easily. A single labor-management advisory board provides guidance to Work-Life Services programs.

## **STRUCTURE AND FUNDING PROCEDURES OF THE LABOR-MANAGEMENT COMMITTEES**

The programmatic decisions and directions of each Committee are determined by delegates, representing union members and management. In most cases, each of the Labor-Management Committees has an executive board or executive committee comprised of the Director of the Office of Employee Relations (OER) and the respective union President. In addition, union members as well as management representatives serve on the executive committee or specific joint program committees. Generally, projects are approved by the executive board prior to implementation.

Program funds are available to the joint committees through the collectively negotiated agreements. Once a project has been approved for funding by a joint committee, it is subject to the same secondary approval process required of all State agencies prior to expenditure of public funds. The Division of the Budget must allocate the negotiated funds before an expenditure can occur. In some instances, allocations take place on a project-by-project basis, and other times a lump-sum allocation is made. All Labor-Management Committees' expenditures are pre-audited by OER's Division for Administration prior to a final approval by the Office of the State Comptroller.

### **LABOR-MANAGEMENT ACTIVITY IN 2022-2025**

This period has been both productive and challenging for labor-management initiatives. As the following pages describe, a range of activities has taken place and continue to take place to support the agreements made during collective bargaining.

Labor-Management programs not only serve the current workforce but seek to deal with succession issues in a variety of collaborative ways, including through training, the development and support of innovative workplace practices, and the facilitation of dialogue between labor and management to work as proactive partners to ensure that needs of New York's citizenry are met.

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## NEW YORK STATE WORK-LIFE SERVICES

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### EMPLOYEE ASSISTANCE PROGRAM

#### Overview

The New York State Employee Assistance Program (EAP) has provided assistance to State employees for more than 42 years and is one of the State's longest running labor-management initiatives. Each year, EAP helps thousands of State employees, and their families, find practical solutions to work-related and personal problems so they can live healthier, happier, and more productive lives.

The Employee Assistance Program is a peer assistance model. EAP coordinators are State employees specially trained to assist their co-workers by providing support, information, assessment and referral services for a broad range of issues, including work performance, mental health, finances, stress, grief, substance abuse, gambling, relationships, elder and childcare, domestic violence, legal, and health and wellness. Approximately 260 full-time and part-time EAP coordinators serve State employees at more than 195 work sites.

More than 64,000 State employees and their families sought assistance from EAP between 2022 and 2025. Most referrals were self-referrals. Supervisor referrals made up approximately eight percent of the referrals. The most frequently reported issues were work performance issues, mental health, stress, financial concerns, and bereavement and grief issues.

The Employee Assistance Program coordinators responded to 407 critical incidents during this period, which included homicides, suicides, other employee deaths, workplace violence, house fires, and natural disasters.

The Employee Assistance Program implemented several initiatives to improve the quality of EAP services, including developing a database for state and federal resources, providing additional mental health training, updating their website, utilizing social media, and celebrating their 40th anniversary.

Additional information about NYS EAP can be found at the [EAP website](#).

## PROGRAM HIGHLIGHTS 2022-2025

### Program Participation

Over the past three years, 64,344 employees and family members contacted EAP for assistance.

#### Client First Contacts

FY 2022-2023	19,715
FY 2023-2024	21,061
<u>FY 2024-2025</u>	<u>23,568</u>
Total	64,344

Sources of Referrals					
FY 2022-2023		FY 2023-2024		FY 2024-2025	
Self	18,962	Self	17,455	Self	16,425
Peer	1,713	Peer	1,217	Peer	1,361
Supervisor	1,856	Supervisor	1,570	Supervisor	1,613
Union	665	Union	512	Union	576
Family	786	Family	553	Family	588
Other	497	Other	432	Other	385

Top 10 Most Frequently Assessed Issues				
Issue	2022-23	2023-24	2024-25	TOTAL
Workplace/Performance	2,936	3,143	3,254	9,333
Mental Health	2,830	2,815	3,336	8,981
Stress Management	1,569	1,800	2,123	5,492
Financial	907	1,144	1,084	4,052
Bereavement/Grief	1,180	1,075	1,362	3,344
Personnel/Human Resources	972	990	951	2,913
Health/Wellness	816	816	1,181	2,813
Relationships	1,030	827	946	2,803
Housing	828	883	1,065	2,776
Health Benefits Information	817	853	941	2,611

## **Crisis Response**

In the event of a critical incident, EAP is available to assist employees and agencies affected by the critical incident. Coordinators can provide a needs assessment,

referrals to resources, meetings with employees to explain the EAP benefit and offer support, individual assessment and referrals, monitoring of the situation, individual grief sessions, training, and policy and resource development.

### **Critical Incidents**

FY 2022 – 2023	130
FY 2023 – 2024	135
<u>FY 2024 – 2025</u>	<u>142</u>
	407

## **Employee Assistance Program Grants Program**

The Employee Assistance Program (EAP) grants are available to local EAP committees for promotion of EAP services. Over the past three years, grants totaling more than \$462,400 were awarded to EAP committees.

- FY 2022 – 2023 104 grants awarded totaling \$139,700
- FY 2023 – 2024 103 grants awarded totaling \$150,400
- FY 2024 – 2025 113 grants awarded totaling \$172,300

## **NYS-Ride: A Pre-Tax Transportation Benefit**

NYS-Ride is a negotiated benefit that supports the State’s “green” initiative, sponsored by OER and administered by a third-party administrator, Edenred Commuter Benefits. The program allows New York State employees to save money on their commutes by paying for work-related public transportation expenses with pre-tax payroll deductions. In June 2023 parking was added as an option for employees to save on work-related out of pocket parking expenses.

During this period, NYS-Ride served a monthly average of 4,240 commuting employees from executive branch agencies, the Unified Court System, the Legislature, and the State University of New York system. The third-party administrator purchases public transportation fare media (such as bus, subway and vanpool passes, and fare cards) from transit authorities and mails it directly to employees or electronically reloads a debit or fare card. There was an average of 496 employees participating in the parking benefit during this time as well.

NYS-Ride has a positive financial impact for both employees and the State. Social security, Medicare, federal, state, and city income taxes are excluded from the amount a participant sets aside, up to a monthly limit set by the IRS. Between 2022-2025, the limit increased from \$280 to \$325 per month which helped employees save an average of \$743 per year. The State also saves money, realizing a 12-month annualized savings of just over \$72,000, computed as FICA savings minus lost tax revenue.

**The Dependent Care Advantage Account**

The Dependent Care Advantage Account Program (DCAA) allows participants to set aside up to \$5,000 on a pre-tax basis to help cover the cost of childcare, elder care, or disabled dependent care.

The DCAA is open to all State employees, including employees of the Legislature, Unified Court System, and State University of New York system.

**DCAA Participation**

FY 2022 – 2023	7,647
FY 2023 – 2024	8,022
FY 2024 – 2025	9,014

The collective bargaining agreements in effect during this period included an income-sensitive employer contribution that provided \$500-\$1,000 towards each eligible participant’s annual election amount. The purpose of the employer contribution is to encourage more employees to take advantage of the pre-tax savings the DCAA offers.

First implemented in 1991, enrollment has generally increased each year as the program has increased marketing efforts and employees understanding has increased.

**The Adoption Advantage Account**

The Adoption Advantage Account allows employees to save on federal and state taxes (where applicable) by having up to \$17,280 withheld from their paycheck on a pre-tax basis for expenses related to the adoption of an eligible child.

**Adoption Participation**

FY 2022 – 2023	12
FY 2023 – 2024	12
FY 2024 – 2025	15

## Wellness

The WellNYS Everyday initiative is dedicated to educating, engaging, and empowering State employees and their families by encouraging participation in healthy behaviors. The following information portals and programs are available on the [WellNYS Everyday website](#). There are 85 WellNYS Ambassadors in 23 agencies who promote the WellNYS Everyday initiative to State employees.

- **WellNYS Daily To-Do** provides creative suggestions, interesting facts, or relevant academic studies related to the current Monthly Challenge. A total of 3,472 subscribers received the Daily To-Do.
- **NYS Workplace Walking Maps** identify measured walking routes at 50 NYS worksites.
- **Physical Activities Around NYS** highlights regions throughout the State that offer employees opportunities for walking, running, cycling, triathlon, swimming, kayaking, hiking, and winter sports.
- **WellNYS in Your Workplace** provides a list of 50 ideas on how to engage in healthy behaviors during the workday.
- **I Did It!** are success stories from employees and their family members who are making better wellness choices or who have participated in an event such as a walkathon, bike ride, road race, or weight loss challenge.

## Training

- **EAP Coordinator Training Programs** provide EAP coordinators with the skills needed to assist employees with work-related and personal problems that may adversely affect their work performance and productivity. Training topics included assessing for mental health issues, the risk of suicide, the presence of domestic violence, and substance use disorders. Coordinators learned to create comprehensive resource files for making accurate and appropriate referrals.
- **New Coordinator Institute** provided 259 newly appointed EAP coordinators with training on the basic knowledge and skills needed to begin meeting with employees and addressing the work-related and personal problems that are a distraction on the job. Workshops included EAP policies, procedures, ethical, professional, and legal issues, and an explanation of the role of the EAP coordinator in the aftermath of a critical incident.
- **Certified Employee Assistance Professional Certification (CEAP)** is a nationally recognized professional credential. Over the past three years, four coordinators and two EAP staff were CEAP certified. Currently, twenty EAP

coordinators and regional representatives are CEAP certified, bringing increased professionalism to the program and enhancing EAP services.

- **Online Learning** provided ongoing online instruction for EAP coordinators and committee members to assist them in accurately reporting statistics, successfully applying for an EAP grant, completing an annual report, preparing for the psychological aspects of retirement, and designing employee health and wellness initiatives at their agencies.
- **EAP Training for Supervisors** helped supervisors identify work performance problems early, so that a referral to EAP could be made before problems escalated.
- **New EAP Committee Member Orientation** outlined the leadership, promotional, and supervisory role of the EAP committee members at each State agency and defined the professional and ethical provision of EAP services.
- **Management and Union Orientation** explained the benefits of EAP services for the employee, the supervisor, the unions, and the State, and the role of labor and management in a successful EAP

<b>Training</b>	<b>Attendees 2022-23</b>	<b>Attendees 2023-24</b>	<b>Attendees 2024-25</b>
EAP Training for Supervisors	944	232	170
Management and Union Orientation	629	5	443
EAP Committee Member Orientation	200	29	295

## **NETWORK CHILD CARE CENTERS**

### **Overview**

The 29 New York State Network Child Care Centers are separate not-for-profit organizations that have been in operation for 25 to 45 years. The centers are licensed by the State of New York and each center is governed by a volunteer board of directors that includes State employees. The centers employ their own staff, totaling 746 staff members.

### **Program Participation**

In 2022-2025, nine of the centers offered summer camp programs and 15 offered Universal Pre-Kindergarten (UPK) programs. The centers provided care for the children of State employees as follows:

2022: enrollment 966, summer camp enrollment 175, UPK enrollment 321  
2023: enrollment 902, summer camp enrollment 172, UPK enrollment 344  
2024: enrollment 991, summer camp enrollment 221, UPK enrollment 342

The National Association for the Education of Young Children awarded nine of the centers with accreditation. This award indicates that a childcare program has achieved a standard of excellence beyond what licensing regulations require. In addition, 18 centers participated in QualitystarsNY, the NYS quality rating and improvement program that helps improve the quality of childcare services provided to State employee parents.

Work-Life Services staff provided support to the centers in the form of technical assistance, training, and awarding small grants. In addition, the host facilities provided support through rent-free space, utilities, and some maintenance. Onsite childcare continued to be a benefit greatly valued by State employee parents who appreciated knowing their children were close and well cared for, so they could focus on their jobs.

### **DIRECTIONS: Pre-Retirement Planning Information**

Work-Life Services staff coordinate the *DIRECTIONS: Pre-Retirement Planning Webinars* in partnership with the Office of the State Comptroller (OSC). Executive branch employees who are within five years of retirement eligibility may attend a webinar. Since March 2024, the webinars are offered every month of the year for two days each month. Webinars include an overview by Work-Life Services staff each day and presentations are provided by representatives from NYS Deferred Compensation Plan and NYS and Local Retirement System on a Tuesday, and by the Social Security Administration and NYS Department of Civil Service on a Wednesday. Employees are allowed to attend as often as desired.

When the program was first offered in 2003, employees were allowed to attend in-person only once in their state career. In 2022 and 2023, although webinars were held virtually in the spring and fall every other week, the webinar maximum attendance was limited to 150 participants. Since March 2024, employees can attend webinars as many times as needed and attendance is not limited.

Participation in the DIRECTIONS: Pre-Retirement Planning Webinars was as follows:

2022: 76 webinars, 2,474 employees participated  
2023: 72 webinars, 2,044 employees participated  
2024: 30 webinars, 8,752 employees participated

The [DIRECTIONS website](#) includes the webinar presentations, the *Self-Help Guide*, and resources which include online resources, and online calculators.

**New York State Work-Life Services**  
Financial Summary for the Period  
April 1, 2022 - March 31, 2025

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Personal Service	\$ 4,090,630
Program Operations	\$ 17,289,214
Administration	\$ 820,723
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Total Expenditures	\$ 22,200,567

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.

## NEW YORK STATE & CIVIL SERVICE EMPLOYEES ASSOCIATION PARTNERSHIP FOR EDUCATION AND TRAINING

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### Overview

The NYS & CSEA Partnership for Education and Training (Partnership) was created in February 2001 by an agreement between CSEA and New York State. The agreement solidified the merger of three organizations – the NYS/CSEA Labor-Management Committees, the Labor Education Action Program, and the Clerical and Secretarial Employee Advancement Program – each of which independently provided education, training programs, and services to CSEA-represented NYS employees in the Administrative Services (ASU), Institutional Services (ISU), Operational Services (OSU), and Division of Military and Naval Affairs (DMNA) bargaining units.

The Partnership's mission is to provide, through labor-management cooperation, programs and services for NYS employees and agencies that promote:

- Increased career mobility, workplace safety and health, and job satisfaction.
- A highly skilled, motivated, and productive workforce committed to excellence in public service.
- Effective labor-management relationships between State and CSEA representatives.

Partnership programs support Article 14 (Employee Development and Training), Article 15 (Safety and Health), and Article 22 (Employment Security) of the NYS-CSEA negotiated agreements.

A Board of Directors consisting of representatives OER and CSEA, and two Co-Directors, one from OER and one from CSEA, provide leadership and direction for the Partnership's programs and services.

### PROGRAM HIGHLIGHTS 2022-2025

#### Adult Education Basics

The Adult Education Basics (AEB) Program provides instruction designed to help employees learn new skills to improve performance at work, meet and understand job requirements, prepare for college courses, master skills needed in everyday life, and enhance self-esteem and motivation. The program has three components: one-on-one advice and support from Educational Advisement staff, special tuition vouchers to take basic skills remedial courses from educational institutions, and classroom training in a variety of Partnership AEB courses.

AEB courses include: *Effective Reading Skills 1; Effective Reading Skills 2; English for*

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*Speakers of Other Languages; Enhance Your Skills: Reading, Writing, and Math Basics; Essentials of Writing; Fundamental Math Skills; High School Equivalency Prep; Math Refresher 1; Math Refresher 2; and Reading Comprehension.* Courses can be accessed through the Partnership's Skills for Success program, labor-management worksite training requests, or regional program offerings.

Participants in the AEB courses complete pre- and post-assessments to determine learning gains. Success in AEB courses often re-engages employees in the learning process and motivates them to pursue additional education or encourages them to take other Partnership courses. During the reporting period, 197 employees attended 15 AEB courses.

### **Applied Skilled Trades Program**

The NYS & CSEA Applied Skilled Trades Program (ASTP) provides CSEA-represented NYS employees with two years of trade theory instruction that meets the course work component of the minimum qualifications for appointment to five non-competitive journey-level positions: carpenter, electrician, mason and plasterer, plumber and steamfitter, and refrigeration mechanic. The ASTP provides agencies with the means to develop a more highly skilled workforce and a larger pool of qualified candidates for future journey-level vacancies. Additionally, a greater number of operations and maintenance employees can receive skill development training and increase their promotional opportunities.

- Ninety-six employees participated in the 2023-2025 Applied Skilled Trades Program in the following locations: Long Island Region (electrician), Southern Region (electrician and carpenter), Capital Region (electrician), Central Region (plumber & steamfitter), Western Region (plumber & steamfitter and electrician).

### **Educational Advisement**

Partnership advisors offer confidential, toll-free assistance to employees seeking advice and information on issues such as tuition benefits, financial aid, basic skills, nursing programs, starting or returning to college, career advancement, and high school equivalency test preparation. Additionally, advisors provide continuing assistance, support, and monitoring of employees enrolled in the Partnership's Adult Education Basics and Applied Skilled Trades Program. Advisement staff also teach in-person and webinar courses on alternative approaches to gaining college credit, financing a college education, and study skills. During the reporting period, Partnership advisors responded to over 31,000 calls and emails from employees.

### **Grants Programs**

The Quality of Work Life Grants Program was established to improve the working conditions and the quality of work life of CSEA-represented employees. Grant funds

are made available to purchase equipment for break and lunchrooms, conduct employee recognition programs, implement health and wellness projects, and improve working conditions. During the reporting period, 288 grants were approved from 17 agencies and 22 CSEA locals, totaling \$549,478.

The Labor-Management Workforce Development Grants Program allows agencies facing unique workforce and organizational development challenges to receive grant funding to address workplace issues caused by agency reorganization, new technology, changing customer needs, or specialized employee job skills training. During the reporting period, one grant was approved totaling \$972.

The Safety and Health Grants Program allows agencies facing unique safety and health needs to apply for grants to increase the effectiveness of safety and health committees, improve workplace safety and health programs, reduce employee injuries and illnesses, and enhance organizational safety and health knowledge. During the reporting period, six grants were approved totaling \$150,800.

### **Labor-Management Services**

The Partnership provides training to Labor-Management Committees (LMCs) to help them advance their agency mission, improve employee quality of work life, and enhance labor-management relationships. LMCs receive an individual assessment to identify areas needing improvement. The assessments provide the groundwork for designing customized training that meets their needs.

During the reporting period, Partnership staff conducted *Labor-Management Committee Process* training for 19 committees. Topics included developing meeting agendas and operating agreements, meeting facilitation skills, strategies for building effective committee relationships, and problem-solving skills. More than 200 people were trained.

In addition, the Partnership offered a webinar titled Fundamentals of Labor Management Committee Process three times. A total of 77 employees attended the webinar deliveries of this course.

### **Online Learning**

Online learning courses allow employees access to over 10,000 Skillsoft courses in the areas of business, behavioral and job skills, computers, health and safety, and labor-management skills. Employees can also access thousands of digital books and videos. During the reporting period, 4,069 employees registered for the Online Learning Program.

The Partnership also offered 21 online learning certificate programs designed to enhance job-related skills and career mobility opportunities for CSEA-represented New

York State employees. Each certificate program focuses on different competencies crucial to developing a well-rounded workforce. During the reporting period, more than 6,200 Partnership certificates were earned by NYS employees. Some certificate titles included Diversity, Equity, and Inclusion, Microsoft Collaboration Tools, Critical Thinking and Problem Solving, and the Basics of Supervision.

The Statewide Administrative Assistant Traineeship (AAT) continues to employ the Partnership's Online Learning programs to help participants complete their assigned coursework. This involves completing four mandatory courses (Microsoft Word Basics, Organized Office Worker, Successful Business Writing, and Customer Service), often through the Partnership's online learning certificate programs. During this reporting period, 5,085 certificates were earned from these four mandatory categories.

## **Safety and Health**

The Partnership provides technical and administrative support to the NYS & CSEA Statewide Safety and Health Committee established under Article 15 of the Agreements. The purpose of the Committee is to discuss safety and health matters of mutual concern in a proactive and cooperative manner. During this reporting period, the Committee identified areas of need and implemented various training initiatives aimed at reducing work-related injuries and illnesses. Highlights of the Committee's and the Partnership's accomplishments during the reporting period are described below.

- Offered a two-day online version of the Partnership's in-person *Chainsaw Safety Awareness* training, which was developed in response to the increased interest in virtual classroom participation. A combination of Webex, Canvas, and instructional videos were utilized.
- Developed the *Situational Awareness* webinar at the request of the NYS & CSEA Safety and Health Committee after several months of discussion pertaining to workplace injury prevention. Definitions, steps to increasing situational awareness, and the process of critical observation are discussed in the curricula.
- Offered a newly developed a 10-Hour *OSHA* training for the General Industry in response to a direct request made by agency directors of Safety and Health and Human Resources, seeking a standardized training with an overview of workplace safety, health, and injury prevention. The training meets both federal and state workplace safety regulations.
- Created the *Running an Effective Safety and Health Committee* training. The in-person, full-day training was developed in response to data collected via the Partnership's Regional Outreach Needs Assessment. The training defines the characteristics of a successful committee, NYS and Federal safety and health

directives, relationship building and cooperation, and identifies effective committee structures.

- Developed the *Safe Snow Removal* webinar in collaboration with a subject matter expert and the NYS and CSEA Safety and Health Committee to identify this training need as well as the course objectives. The course provides an overview of the common causes of snow removal-related injuries, how to choose appropriate snow removal equipment, and how to recognize the signs of frostbite and cardiac distress.

## **Skills for Success Courses**

Skills for Success open enrollment courses provide employees with the knowledge, skills, and tools needed to accomplish job assignments more effectively. Employees can enroll, with supervisory approval, for courses through the Statewide Learning Management System (SLMS) or by completing the Partnership's application form. Courses range from one hour to full day to multiple half-days and are offered both online and in person at convenient locations across the state.

Recognizing that adult learners often face work, home, budget, and travel constraints, the Partnership offers Skills for Success courses in flexible formats, including one-hour webinars and multi-day online courses that are half-day.

Skills for Success courses are available each fall and spring through an online catalog. A series of summer webinars are held during July and August of each year. During the reporting period, more than 7,100 employees attended 377 offerings of over 90 different courses and webinars.

## **Tuition Benefits Program**

The Tuition Benefits Program provides educational benefits to CSEA-represented NYS employees, enabling them to achieve greater career mobility and promotional opportunities, improve job skills, and to prepare for future State workforce needs. Through the Tuition Benefits Program, employees can further their education by applying for tuition vouchers to attend classes at over 140 colleges, universities, proprietary schools, and BOCES. Tuition reimbursement at accredited schools that do not accept vouchers is also available. During the reporting period, 5,919 employees used 13,931 tuition benefits to further their education.

The Targeted Tuition Program can be used to meet the training needs of a particular position or title, thereby supporting agency workforce development and succession planning needs. Employees serving in titles identified as critical or for which a shortage of qualified employees existed received additional Targeted Tuition Benefits. The benefits were used for: certification and/or licensing requirements, educational requirements to take a NYS Civil Service examination or complete a traineeship, and

other specific job skills training. Two thousand and thirty-nine employees received targeted tuition benefits in the areas of Commercial Driver's License (CDL), English for Speakers of Other Languages (ESOL), RN/LPN, Legal Assistant Trainee, Information Technology, Heating, Ventilation and Air Conditioning (HVAC), and Welding.

### **Worksite Training**

Worksite training enables State agencies and CSEA locals to jointly request Partnership courses that enhance employees' specific job skills and performance. The Partnership works closely with CSEA leaders and State managers to assess training needs and determine the benefits of the worksite training. The training is often modified to meet the unique needs of an agency or facility. CSEA and management representatives from 13 agencies requested nearly 116 training classes that resulted in 1,660 employees receiving job specific training at their worksites. Over 128 courses are available upon request from the Partnership's website course catalog.

### **Workforce Development Needs Assessment**

Through its strategic planning process, the Partnership strives to develop programs and services to meet the needs of its customers and stakeholders. As part of this effort to better serve CSEA-represented employees and agencies statewide, the Partnership conducts in-person regional workforce development needs assessment meetings to identify education and training needs and to increase awareness of its program and services.

The Partnership conducted fifteen in-person meetings covering all six CSEA regions. In addition, the Partnership offered one webinar. A total of 146 State managers and CSEA leaders representing 27 agencies participated in the meetings.

**New York State CSEA Partnership for Education & Training**  
Financial Summary for the Period  
April 1, 2022 - March 31, 2025

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Personal Service	\$ 6,421,000
Program Operations	\$ 20,147,000
Administration	\$ 1,265,000
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Total Expenditures	\$ 27,833,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.

## NEW YORK STATE/PUBLIC EMPLOYEES FEDERATION (PEF) LABOR-MANAGEMENT COMMITTEES

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### Overview

The Professional Development and Quality of Working Life Coordinating Committee (PDQCC) is established as the lead Labor-Management Committee by Article 14 of the collective bargaining agreement (Agreement) for employees in the Professional, Scientific and Technical Services negotiating unit (PS&T Unit). The PDQCC is responsible for coordinating and overseeing the activities of the six issue-specific Joint Committees established in the Agreement. These six Committees are:

Professional Development Committee - Article 15  
Joint Health and Safety Committee - Article 18  
State/PEF Employment Security Committee – Article 22  
Career Mobility Office – Article 42  
Joint Committee on Nursing and Institutional Issues - Article 44  
Joint Committee on Law Enforcement Issues – Article 46

The PDQWL also has continuing responsibility for professional development and quality of working life initiatives that are not within the scope of the Committees listed above.

### PROGRAM HIGHLIGHTS 2022-2025

#### Professional Development Committee (PDC) - Article 15

The PDC membership is comprised of two management members designated by the Director of OER and two members designated by the President of PEF. The Committee reviews the need for professional development and training programs to improve job performance and to assist PEF-represented employees in developing their full professional potential. This Committee's funding is set forth within Article 15. Concern for professional development is high among PEF-represented employees, since professional employees are vulnerable to rapid knowledge, technological, and societal changes that require continual updating of their skills and knowledge. Programs are developed and administered by OER's Workforce and Organizational Development Unit (WODU) under the aegis of the PDC and include:

- **Public Service Workshops Program** – This program provides a series of geographically dispersed and virtual professional workshops, planned through a sophisticated needs analysis process, which meet State operating needs and keep professional employees up to date in their various occupational specialties. Instruction is provided through contractual

arrangements with universities, colleges, professional associations, and consultants within New York State. During the reporting period, April 1, 2022, through March 31, 2025, approximately 18,010 employees statewide registered for 851 workshops.

- **Workshop and Seminar Reimbursement** – This program provides 100 percent reimbursement up to \$1,600 for qualifying non-credit course work, workshops, or seminars taken at an approved educational institution. During the reporting period 5,333 reimbursements were issued totaling \$1,318,763.
- **Nurses Enhanced Workshop and Seminar Reimbursement** – This program provides an additional reimbursement up to \$1,600 for qualifying non-credit course work for nurses. During the reporting period, one reimbursement was issued totaling \$310.
- **Certification and Licensure Exam Fee Reimbursement** – Under this program, fees for qualification examinations that result in certifications or licenses for occupations in State service can be reimbursed up to \$1,100. During this reporting period, 745 reimbursements were made totaling \$271,373.
- **College Tuition Reimbursement Program** – During the reporting period, the College Tuition Reimbursement Program was updated in 2024 to provide up to a maximum of \$5,000 per calendar year, taken at an approved educational institution. During the reporting period, 5,142 reimbursements were issued totaling \$7,154,176.
- **Nurses Enhanced College Tuition Reimbursement Program** – During the reporting period, the Nurses Enhanced College Tuition Reimbursement was updated in 2024 to provide up to a maximum of \$5,000 per calendar year for qualifying college tuition costs at an accredited college, university, or institution. During the reporting period, 938 reimbursements were issued totaling \$1,348,984.
- **Certificate and License Renewal Fee Reimbursement Pilot Program** – During the reporting period this benefit was increased in 2024 from \$100 to \$300 per calendar year for qualifying certification and license renewal fees. During this reporting period, 1,536 reimbursements were issued totaling \$218,111.
- **Leadership Development Program** – This eight-day program is designed for PEF-represented employees in salary grades 23 and above. Forty participants are selected for each session which provides participants with the knowledge, skills, and tools necessary to lead and manage in State government. Participants learn how to set goals, manage change, solve

problems, communicate effectively, build strong teams and develop their employees. Six were held during this reporting period with 232 graduates.

## **Enterprise Level Training Initiative**

While most agencies have their own training offices, it is essential that the State have a central unit to build core competencies, and to deliver both skill-based and policy-related (e.g., sexual harassment prevention) training in areas needed by all agencies. By doing so, the State reduces duplication of effort, ensures quality programming, and speaks with a single voice on policy issues and topics with broad impact. In 2012, the Executive Chamber asked OER to develop an enterprise level approach to training in NYS government. Since that time, OER has worked with the training community on the planning, coordination, and oversight of enterprise level training. Current priorities include:

- **Supporting Governor’s Initiatives** – The agency has worked closely with the executive chamber to develop and update online courses including *Equal Employment Opportunity and Workplace Discrimination Prevention, which includes the prevention of Sexual Harassment in the Workplace, Language Access for Front Line Employees, and Safe Mail Handling, Information, Cybersecurity, and Privacy Awareness, Right to Know Law, and Privacy and Security of Health Information*. In 2023, OER launched a new mandatory training on *Gender Identity in the Workplace*. Additionally, the *Gender Identity Toolkit*, an online resource, is available and is designed for all State employees to help further protections and equality for transgender and gender nonconforming New Yorkers.
- **Statewide Mandated Training** – The agency monitors compliance with mandated training for all State employees, in the areas of: *Equal Employment Opportunity, Workplace Discrimination Prevention, Fire Safety and Emergency Evacuation, Information, Cybersecurity and Privacy Awareness, Internal Controls, Language Access for Frontline Employees, NYS Right to Know Law, Prevention of Workplace Violence, and Privacy and Security of Health Information*.
- **Enterprise Learning and Development** – OER offered over 105 workshops between April 1, 2022, and March 31, 2025, in six regions across the State, both in-person and virtually. These trainings were done through collaborative efforts with the NYS Learning Alliance, a committee formed with NYS agencies to help administer training developed and approved by OER, with 2,046 participants completing training.
- **Training Trainers** – In order to increase the training capacity and promote statewide training efforts, OER developed various levels of training certification for NYS agency trainers. Trainers become certified to train OER courses

through the attendance and successful completion of a Train-the-Trainer (TTT), and for virtual class offerings through Certification Opportunities for in each virtual course. OER offered twenty-two TTT programs and Certification Opportunities between April 1, 2022, and March 31, 2025. Course topics included: *Emotional Intelligence in the Workplace, Essentials of Supervision: Gauging Your Supervisory Skills, Essentials of Supervision: Planning Performance and Giving Feedback, Respectful Communications in the Workplace, The New Supervisor – Making the Transition, Successful Supervision in a Remote Environment, and Equal Employment Opportunity and Workplace Discrimination Prevention* facilitator training as part of the delivery of the mandated training program. The agency had 469 trainers to become certified in these training programs.

**New York State Public Employees Federation (PEF)  
Labor-Management Committees  
Financial Summary for the Period  
April 1, 2022 - March 31, 2025**

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Article 14, PDQCC*	\$1,518,000
Article 15, PDC	\$25,455,000
<hr style="border: 2px solid black;"/>	
Total Expenditures	\$26,973,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.

\* This funds committees established by Articles 18, 22, 42 and 46.

## STATE OF NEW YORK AND UNITED UNIVERSITY PROFESSIONS JOINT LABOR-MANAGEMENT COMMITTEES

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### Overview

The New York State and United University Professions (UUP), the union representing academic and professional employees in the Professional Services Negotiating Unit at the 29 State University of New York (SUNY) State operated campuses, have worked together through the joint labor-management committees to build a series of successful partnerships. In the 2022-2026 Agreement between the State and UUP, the parties negotiated funding under Article 21, Statewide Joint Labor-Management Committees (JLMC) to support programs established by the five statewide labor-management committees to address mutually identified issues affecting academic and professional employees.

The statewide labor-management committees provide a forum to discuss, consider, and attempt to resolve matters of interest to the parties. They also establish programs and provide funding to support mutually beneficial projects and activities for an individual employee or a group of employees, on a single campus or multiple campuses that contribute to the employees' professional development and improves the quality, productivity, and vitality of SUNY. The statewide labor-management committees and programs, which are administered by NYS/UUP JLMC staff, are as follows:

- **Diversity, Inclusion and Equity Committee – Article 10, No Discrimination**
  - Dr. Nuala McGann Drescher Leave Program
  - Grants for Employees with Disabilities Program
- **Campus Grants Committee – Article 45, Campus Grants Committee**
- **Employment Committee – Article 35, Retrenchment**
  - Retraining Fellowship Program
  - Employment Counseling and Placement Program
  - Enrollment Enhancement Program
- **Professional Development Committee – Article 42, Professional Development Committee**
  - Individual Development Awards Program
  - Professional Development Grant Program
  - Calendar Year Employee Leave Program
  - Special Projects
  - Training/Leadership
    - Empire KnowledgeBank (EKB) Licenses

- Certification and Licensure Exam Fee Reimbursement (CLEFR) Program
- Certification and Licensure Reimbursement Program-Renewals - (CLRP-Renewals) Mentoring Program
- **Safety and Health Committee – Article 43, Safety and Health Committee**  
Dr. Herbert N. Wright Memorial Safety and Health Training Award Program  
Regional Training

Each committee has three to four representatives appointed by OER and UUP, except for the Campus Grants Committee which is comprised of the co-chairs of the other four committees. In addition, a NYS/UUP Joint Labor-Management Executive Committee, comprised of representatives from OER, UUP, and SUNY, establishes the funding allocation for each program, approves recommendations to develop new programs and modify existing programs, oversees and reviews the activities of the statewide labor-management committees and resolves issues of mutual concern that are referred, and provides overall policy direction.

During this three-year period, a total of 6,945 employees benefited from a variety of programs funded by the NYS/UUP JLMC. The joint efforts of labor and management have resulted in projects and activities that have contributed to employees' professional development; advanced diversity on campus; promoted research and scholarship; encouraged the use of innovative technology; provided retraining opportunities when required by shifting program needs or retrenchment; and improved safety conditions and the general health of the workforce. To further develop their skills, employees had access to instructor led workshops offered SUNY System-Wide and online learning. In addition, the Certificate and Licensure Fee Reimbursement (CLEFR) Program was implemented during this period.

## **PROGRAM HIGHLIGHTS 2022-2025**

### **Diversity, Inclusion and Equity Committee**

The programs established under this committee seek to promote diversity, inclusion and equal opportunity in SUNY's workforce with preference given to employees who are under-represented on the basis of their protected class status, or who can demonstrate with campus support, that they are under-represented in a specific department, unit, program or school. Funds are made available for the following programs:

- **Dr. Nuala McGann Drescher Leave Program**  
The purpose of the Dr. Nuala McGann Drescher Leave Program is to enhance employment opportunities, with preference given to under-

represented employees on the basis of their protected class status, or who can demonstrate they are under-represented in a specific department, unit, program or school who are preparing for permanent or continuing appointment. During this period, 67 employees were granted leave and awarded funds to conduct a variety of projects or activities with a focus on conducting essential research in their field and writing and preparing manuscripts or other material for publication.

- **Grants for Employees with Disabilities Program**

The Grants for Employees with Disabilities Program covers out-of-pocket expenses up to \$5,000 incurred by employees, due to a disability, for participating in professional work-related projects or activities to achieve their professional potential. The funds are not intended to cover accommodations that the campus must provide under the Americans with Disabilities Act.

### **Campus Grants Committee**

The Campus Grants Program funds projects or activities that fall within the purview of one or more of the statewide labor-management committees that impact groups of academic or professional employees or departments, either on a single campus or on multiple campuses. Funding is provided for projects or activities that make the workplace safer and promote the general health of the workforce, encourage and promote professional development to enhance current skills or develop new skills, expand diversity, inclusion and equal opportunities on campus, provide support to employees with disabilities, and for exploring the use creative technologies in the workplace.

### **Employment Committee**

The Employment Committee studies potential employee displacement problems due to programmatic changes or reductions, curtailments, relocations, reallocation of resources, consolidations and technological changes. The Committee makes recommendations for the solution of these problems and provides funds for accessing resources, training and retraining for retrenched or high-risk employees for continued employment. Funds are made available for:

- **Retraining Fellowship Program**

This program focuses on the unique situations faced by employees who have been terminated due to retrenchment, who have been notified of retrenchment, who are perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs. Financial support is provided to pursue a course of study to assist employees with attaining other employment opportunities or maintaining their current employment. During this period, 22 employees were provided funding.

- One employee who is being retrenched was reimbursed for expenses to pursue training to seek new employment opportunities.
  - Twenty-one employees who are Teaching Hospital Pharmacy Assistants, were provided funding to register their license with NYS Education Department, which is required to qualify as a registered pharmacy technician to continue their employment.
- **Employment Coaching and Placement Program**  
This program is designed to provide financial support up to \$3,500 to employees whose employment has been terminated due to retrenchment or perceived to be at high risk of retrenchment to assist them find other employment opportunities. Some of the areas covered include resume preparation, testing for career counseling, counseling and placement fees, and employment related resources.
  - **Enrollment Enhancement Program**  
This program provides funds up to \$10,000 per campus to increase enrollment in academic departments that have experienced a decline in student enrollment longer than one year. Projects or activities that would significantly enhance student enrollment are funded on a single campus, on multiple campuses, or on a statewide basis. Special consideration is given to a project or activity that demonstrates cost effectiveness and matching funds from the campus or in-kind campus services. The expected impact upon enrollment and evidence of coordination with other campus recruitment efforts is also considered.

### **Professional Development Committee**

The Professional Development Committee funds and implements programs and training to assist employees develop professionally, improve job performance and prepare for advancement through the following programs:

- **Individual Development Awards (IDA) Program**  
This program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. The local Campus Professional Development Committee reviews applications and determines funding for a project or activity based on the established guidelines and the campus' priorities. The projects and activities funded included research projects, curriculum development, cost associated with publication of books and manuscripts, and the presentation of scholarly papers at conferences. During this period, 4,500 employees were awarded funds through this program.
- **Professional Development Grant Program**  
This program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Eligibility for this program is similar to the IDA Program.

- **Calendar Year Employee Leave Program**  
 This program is intended to provide release time and funding up to \$4,000 to eligible employees to develop their full professional potential and to prepare for advancement. Funds are awarded to pursue work-related professional development projects or activities including basic, applied, or historical research; grant proposals; attendance or participation at workshops, seminars or conferences; and preparation of material for publication.
- **Special Projects**  
 Funds are available for ad hoc projects or activities on a single campus or multi-campus. Projects or activities funded are designed for a specific purpose that is not encompassed in other programs, or that originate from the committees.
- **Training and Leadership**

  - Empire Knowledge Bank (EKB) – Through the EKB license, employees have access to eLearning courses, Ebooks, and videos to enhance their professional and career development, for certification preparation, and to continue their education in a variety of areas. During this period, 750 employees participated in online learning courses.
- **Certificate and Licensure fee Reimbursement (CLEFR) Program**  
 The CLEFR Program reimburses the cost of examinations for first time certification, licensure, or designation to enable employees to improve job-related skills in their profession and gain the knowledge and skills necessary for promotional opportunities and career mobility within SUNY. During this period, 298 employees were awarded funds.
- **Certification and Licensure Reimbursement Program-Renewals (CLRP-Renewals)**  
 The Certification and Licensure Reimbursement Program-Renewals (CLRP-Renewals) reimburses the fees for certification, licensure, or designation renewals that are required for the UUP-represented employees' position based on the classification standard for applicant's current title, the employee's job description, or in the job announcement for a specific position. During this period 439 employees were awarded funds.
- **Mentoring Program**  
 Supports campuses that are interested in developing new programs or enhance existing programs to mentor academic and professional faculty at the campus or department level.

## **Safety and Health**

Provides funding for employees with safety and health environmental responsibilities to update and refine skills and knowledge needed to recognize, control and correct potential workplace hazards and to ensure compliance with applicable laws and regulations through the following programs:

- **Dr. Herbert N. Wright Memorial Safety and Health Training Award Program**  
Funds are available for educational, training, and skill building activities at local or remote sites to develop and enhance employees' ability to identify and control workplace hazards. During this period, four employees were awarded funds to attend a conference pertaining to developments in industrial hygiene, environmental, and safety fields including technical and regulatory information.
- **Regional Training**  
This program is intended for targeted training for health and safety professionals to continually update and refine the skills needed to recognize and correct potential hazards in the workplace and to ensure compliance with relevant laws and regulations.

**New York State United University Professions (UUP)**  
**Labor-Management Committees**  
Financial Summary for the Period  
April 1, 2022 - March 31, 2025

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Personal Service	\$ 349,000
Program Operations	\$ 1,314,000
Administration	\$ 150,000
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Total Expenditures	\$ 1,464,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025, excluding labor-management funds that were transferred to SUNY for expenditures that were administered on a campus level.

**NEW YORK STATE-NYSCOPBA,  
NEW YORK STATE-COUNCIL 82, AND  
POLICE BENEVOLENT ASSOCIATION  
OF NEW YORK STATE, INC.  
JOINT LABOR-MANAGEMENT COMMITTEES**

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**Overview**

The NYS-NYSCOPBA, NYS-Council 82 and NYS-PBANYS Labor-Management Committees were established pursuant to Articles 13 and 25 of each units' collective bargaining agreement. Each unit has a distinct Labor-Management Committee consisting of an equal number of voting members appointed by the Director of OER and the applicable union president. The Committees are tasked with providing technical assistance to local and regional labor-management committees, to increase communication and to promote harmonious relationships through developing programs that address the issues of skills, abilities, job performance, productivity, and lifestyle concerns of employees in the Security, Security Supervisors and Agency Police Services units.

**PROGRAM HIGHLIGHTS 2022-2025**

**Education and Training Program (ETP) for NYSCOPBA-Represented Employees**

The ETP is designed and implemented by the NYS-NYSCOPBA Joint Labor-Management Committee. This Program enables NYSCOPBA-represented employees to maintain or improve job-related skills in their profession and gain the knowledge and skills necessary for promotional opportunities and career mobility within NYS service. The ETP provides eligible employees with reimbursement for covered expenses up to a State fiscal year maximum of \$5,000 at any accredited college, university, or approved educational organization. During the reporting period, 116 reimbursements were issued totaling \$120,488.

**Quality of Work Life Labor-Management Grants Program (QWL) for NYSCOPBA-Represented Employees**

The QWL Program is designed by the NYS-NYSCOPBA Joint Labor-Management Committee. This Program provides an opportunity for labor-management committees to develop creative program ideas and identify specific projects that will improve the work life of NYSCOPBA-represented employees. To receive funds, active labor-management cooperation must be demonstrated. Grant funds are made available to purchase equipment for break rooms, implement wellness projects, and improve working conditions. During this period, 64 grants were approved totaling \$850,395.

**New York State Correction Officers and Police Benevolent  
Association Committee (NYSCOPBA)**

Financial Summary for the Period  
April 1, 2022 - March 31, 2025

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Personal Service	\$1,000
Program Operations	\$488,000
Administration	\$49,000
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Total Expenditures	\$538,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.

**New York State Council 82**  
**Joint Labor-Management Committee**  
Financial Summary for the Period  
April 1, 2022- March 31, 2025

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Personal Service	\$0
Program Operations	\$0
Administration	\$5,000
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Total Expenditures	\$5,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.

The State reached agreement on a three-year collective bargaining agreement with Council 82 in the summer of 2024. While no programs were in place during the reporting period, now that LMC funding is available, the parties may meet and establish programs.

### **Education and Training Program (ETP) for PBANYS-Represented Employees**

The ETP is designed and implemented by the NYS-PBANYS Joint Labor-Management Committee. This Program enables PBANYS-represented employees to maintain or improve job-related skills in their profession and gain the knowledge and skills necessary for promotional opportunities and career mobility within NYS service. The ETP provides eligible employees with reimbursement for covered expenses up to a State fiscal year maximum of \$5,000 at any accredited college, university, or approved educational organization. During the reporting period, 81 reimbursements were issued totaling \$95,343.

### **Quality of Work Life Labor-Management Grants Program (QWL) for PBANYS-Represented Employees**

The QWL Program is designed and implemented by the NYS-PBANYS Joint Labor-Management Committee. This Program provides a special opportunity for labor-management committees to develop new and creative program ideas and identify specific projects that will improve the work life of PBANYS-represented employees. To receive grant funds, active labor-management cooperation must be demonstrated. Grant funds are made available to purchase equipment for break and lunch rooms, implement health and wellness projects, and generally improve working conditions. During the reporting period, 97 grants were approved totaling \$137,907.

**New York State PBANYS (APSU)**  
**Joint Labor-Management Committee**  
Financial Summary for the Period  
April 1, 2022- March 31, 2025

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Personal Service	\$0
Program Operations	\$221,000
Administration	\$1000
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Total Expenditures	\$222,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.

## NYS/POLICE PROFESSIONAL DEVELOPMENT AND QUALITY OF WORKING LIFE COMMITTEES

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### Overview

The members of the Division of State Police are assigned to three bargaining units. The Police Benevolent Association (PBA) represents two of the Units, the Commissioned and Non-Commissioned Officers' Unit (CO/NCO Unit) and the Troopers Unit, while the New York State Police Investigators Association (NYSPIA) represents the Investigators and Senior Investigators in the Bureau of Criminal Investigation (BCI).

In the 1982-85 collectively negotiated Agreements, the State and the PBA established Professional Development and Quality of Working Life Committees (PDQWL) for the CO/NCO Unit and the BCI Unit. The 1985-88 Agreement additionally created a PDQWL Committee for the Troopers' Unit. The Committee for all units was continued under the 2007-2011 collective bargaining agreements and was continued under the 2011-2018 agreements for the CO/NCO unit and the Troopers Unit. The Committees focus on professional development needs, quality of working life issues, and the training and development needs of their respective bargaining units. Funding was provided for the Committees in the arbitration awards and collective bargaining agreements for an Advanced Degree Educational Opportunity Program (Master's Program), employee assistance programming and tuition reimbursement program for each unit.

The most recent collective bargaining agreements for the Troopers Unit, CO/NCO Unit and BCI unit covered the period 2018-2023. All three units have recently ratified agreements for the 2023-2026 awaiting implementation of a pay bill to implement their terms for the 2023 period which will include funds for April 1, 2023, through March 31, 2025. The labor-management funding for all three units for the April 1, 2022, to March 31, 2023, period was as follows:

Troopers Unit	\$109,347
CO/NCO Unit	\$109,347
BCI Unit	\$96,921

## NEW YORK STATE JOINT LABOR-MANAGEMENT COMMITTEES ON HEALTH BENEFITS

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### Overview

The Employee Benefits Management (EBM) Unit of OER is responsible for negotiating and overseeing the administration of the employee health insurance benefits in the collective bargaining agreements, including the Empire Plan, the HMOs, and dental and vision benefits. The Joint Committees on Health Benefits along with each employee union, work cooperatively outside of negotiations to provide a vehicle for ongoing program design and policy development and to enhance and monitor the negotiated health benefits. Negotiated benefits are extended to Management/Confidential, Legislative, and other non-represented employees.

### PROGRAM HIGHLIGHTS 2022-2025

#### Employee Benefits

- Analyzed the impact of health care legislation and researched emerging developments in health care. The EBMU kept OER and the Joint Committees up to date on emerging legislation such as the Federal and State requirements prohibiting surprise out-of-network services bills for members/consumers, changes in the Federal preventive care coverage requirements, the various funding changes and access to care requirements associated with the Federal Inflation Reduction Act, and various State mandates, particularly those related to women's health care coverage and fertility treatment. .
- Closely monitored the pharmacy benefit program to ensure compliance with negotiated contract language while ensuring savings to the Plan.
- Monitored the administration of NYSHIP, both the Empire Plan and the NYSHIP Health Maintenance Organizations (HMOs), which has reduced State health program costs by hundreds of millions of dollars since 1986.
- Participated in collective bargaining to negotiate benefit design changes for the Empire Plan including
  - The implementation of a Site of Care Redirection Program for Infused Drugs to move members getting infusion drug treatments out of the Outpatient Hospital setting into a lower cost alternate site of care such as doctor's offices or members' homes.
  - The development and implementation of a Centers of Excellence Program for Substance Use Treatment with the Hazelden Betty Ford Foundation. This should allow the Empire Plan to compete with out-of-

- state non-network treatment programs that are very expensive to the Plan.
- The change in Empire Plan reimbursement modality for out-of-network medical and mental health and substance use treatment services from using a very generous percentile of Fair Health Usual and Customary Rates to using a percentage of Medicare Rates. This negotiated change has saved the Plan over \$700 million in the first year of implementation.
  - Participated in the procurement process for contractual services for the dental program, the HMO offerings, the mental health/substance abuse program, and the prescription drug program.
  - Conduct, through a joint labor-management-HMO Workgroup, an annual review of all HMOs seeking to participate in NYSHIP to ensure the HMOs are also providing quality, cost-effective coverage.
  - Hosted Joint Labor-Management Committee Meetings with unions representing State employees to provide information on rate renewal and share information about changes in law, rule, or regulation that affects health insurance benefits and administration.
  - Continued to serve as a liaison for union partners and the Department of Civil Service (DCS) in the ongoing review of Empire Plan communications materials and plan documents, resolving NYSHIP health insurance enrollment and eligibility matters, and along with the Division of Budget (DOB), monitoring the rate stabilization process that impacts employee contributions.
  - Monitored the administration and implementation of the Hospital Program's Multiplan Shared Savings Program and existing Empire Plan programs for Building Healthy Families and Disease Management. Oversaw the six Disease Management Programs: 1) Chronic Kidney Disease, 2) Chronic Obstructive Pulmonary Disease, 3) Asthma, 4) Diabetes, 5) Heart Failure, and 6) coronary artery disease.

### **Health Care Spending Account**

The Health Care Spending Account (HCSA) is a negotiated employee benefit that allows participants to set aside up to \$3,300 in tax-free dollars to pay for health-related expenses not reimbursed by insurance for themselves and their dependents. The maximum contribution may change annually since it is indexed to inflation.

First implemented in 2001, enrollment continues to increase as enhancements including carryover, a debit card and expanded eligible items are permitted. The HCSA is available to most State employees, including employees of the Legislature and Unified Court System.

Some of the most common expenses reimbursed by the HCSA include prescription drugs, medical copays, dental services, orthodontia, and vision care.

**HCSA Participation**

FY 2022 – 2023	14,923
FY 2023 – 2024	17,199
FY 2024 – 2025	16,173

**New York State  
Joint Labor-Management Committees on Health Benefits  
Financial Summary for the Period  
April 1, 2022 - March 31, 2025**

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Personal Service	\$1,822,000
Program Operations	\$4,427,000
Administration	\$120,000
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Total Expenditures	\$ 6,369,000

The amounts above represent actual expenditures and transfers for the period April 1, 2022, through March 31, 2025.