

## **Executive Council Meeting - January 6, 2016**

### **PRESENT:**

Wayne Spence, President  
Kevin Hintz, Secretary Treasurer  
Adreina Adams, Vice President  
Peter Banks, Vice President  
Nikki Brate, Vice President  
Rocco Brandisi, Region 1 Coordinator  
Andrew Puleo, Region 2 Coordinator  
John Prince, Region 3 Coordinator (via phone)  
Charles McRorie, Region 4 Coordinator  
David Dubofsky, Region 5 Coordinator  
Jeanette St. Mary, Region 6 Coordinator (via phone)  
Ed Snow, Region 7 Coordinator  
Michael Blue, Region 8 Coordinator  
Vivian Street, Region 9 Coordinator  
Sheik Nabijohn, Region 10 Coordinator  
Jemma Marie Hanson, Region 11 Coordinator  
Maureen Kellman, Trustee  
Maddie Shannon Roberts, Trustee

### **STAFF:**

Sharon Parker, Executive Assistant to the President  
Todd Kerner, Executive Director

President Spence would like a meeting of the minds regarding the budget.

### **Maureen Kellman – Region 10**

Two fold better solution formulas as is with adjustment for downstate; needs adjustment for downstate regions.

President Spence mentioned the E-Board does not like amendment; needs to be made and prepared as to where monies will come from. Get copies of budget see what previous budgets where to have an idea.

Vice President Brate informed there are audits available.

### **Jemma Hanson – Region 11**

Informed we cannot have bear bones budget. What type of service, i.e., training, how will we have the resources to do what needs to be done?

Secretary Treasurer Hintz anticipates \$1-2 million dollars under the assumption we loose fee payers. AFT & SEIU is not assuring fee payers are not going to be cutting back in

anticipation. Have a contingency budget re: Friedrich's will fight this budget in the floor. The state does not go into austerity.

### **John Prince - Region 3**

Appreciates discussion here and not at the Executive Board session. John inquired as to how we can get copies of EOL from the previous administration and a summary from Brynien's administration to the current. What are we doing about EOL?

Kent Administration brought to open Executive L/M the issue of EOL.

Vice President Brate thinks we should move monies into grass roots to provide services.

President Spence mentioned saving monies by going to electronic media (Communicator) savings of \$20,000.00. This is one way to save monthly immediately. We might consider placing a moratorium on alcohol. President Spence also suggested three regions can come up and have three regions meetings together. Let's discuss savings that does not impact the members.

### **Maureen Kaufman - Trustee**

Is curious as to the \$1-2 million dollar budget, disappointed Secretary Treasurer Hintz is not at this meeting to discuss. There are areas we could look at, EOL, telecommuting is possible.

President Spence indicated after careful research the policy for these meeting from 9-4 to 3. We can save monies with two meetings; Skype etc. Direct Services need to be directed, where are we; we need to be strategic in our spending.

### **Maddie Shannon Roberts – Trustee**

Mentioned the idea of L/M meeting via teleconference; suggested we tread carefully. Vice President Banks indicated it is not an easy option regarding telecommuting.

### **Mike Blue – Region 8**

Indicated the reality would we would still be paying EOL.

President Spence would like to bring to suggest to the E-Board to meet four times per year. President Spence inquired if anyone in attendance had objections, the response was no.

Vice President Brate referred to the Trustees role; has not heard of any issues they precede at these meetings. The State does put out a flat budget. We don't need to go out and still provide services. Vice President Brate indicated she came in thinking Vice

President's would be assigned assignments. Veterans, Women's Committee etc receive EOL.

The Communicator was designed as a tool to communicate; quarterly elections have to be posted. Unexpected costs have hurt us in this budget.

President Spence indicated the Trustee expenses if invited to these meetings would be covered by the Executive Budget.

Vice President Adams is in favor of contingency budget. She then questioned in the event of Friedrichs do we pay out less dues and saving money?

President Spence has had that conversation if there is a cut, we will adjust down.

Vice President Adams likes the idea of electronic data distribution of the Communicator and the moratorium on alcohol; she also supports the idea of taking the Executive Council meeting before the Executive Board, piggybacking Executive Council with E-Board.

If AFT and SEIU are doing electronic Communicator publishing why are we not trying this as a pilot for six months?

### **Vivian Street – Region 9**

Agrees with President Spence would have preferred if Secretary Treasurer Hintz were here to discuss the budget. Questioned when did PEF begin using the term austerity?

President Spence suggests tabling the budget until Secretary Treasurer Spence is available.

Vivian Street suggested Special Elections, cost savings message should be sent to members. She also mentioned combining of meetings has been done and agrees with tacking Executive Council onto E-Board.

Vice President Brate mentioned there are constitutional perimeters.

### **John Prince – Region 3**

Mentioned MS, Outlook, video conferencing; we need to obtain the costs of several software packages. We are under the microscope now do we know how previous EOL was charged? John Prince wants to look at how Trustees times are charged. Alcohol discussion regarding usage and monies perused.

John Prince added the Appointment of Committees, he feels additional costs are added because of the creation of new committees.

President Spence indicated there are no new committees. The only new committee put in place per an E-Board resolution is the Barry Fishbein Law Enforcement Committee and the Joint Affirmative Action committee. Review of Committees and their usage will take place

John Prince also indicated we need to look at ways to be creative, spending monies on costly things, injunctions maybe overtime, labor attorneys, consultants/contractors (Mark Richard, AFT, Vinnie Petta, Consultant. Consultants came out of contract.

### **Sheik Nabajohn – Region 10**

Discussed issues relating to licensing issues; went to webinar a lot of features. He mentioned administrators are failing to communicate. There should be an Executive Order when it goes to operational need. This is going to be a serious problem going forward; wants this put back into the contract. Language in contract does not include EOL. We should be looking at EOL as a mechanism in order to properly represent the union.

Vice President Banks indicated there is no concrete language, we need more.

### **Sheik Nabajohn – Region 10**

Also suggested in terms of the Communicator suggests an opt-in option; agrees that certain hard copies with elections, yes. Sheik also mentioned EOL which is \$510.00 per person, per day.

Vice President Brate indicated we should be sensitive and careful. VP Brate further stated she would like to put the Convention to rest; referred to special rules regarding sergeants and timers.

New Legislative Federal staffer introduced, Vivian Street did not know John Murphy had left PEF employment.

President Spence would like to breakout into three groups and come up with a budget (three separate groups).

### **Rocco Brindisi – Region 1**

Rocco is disappointed that Secretary Treasurer Hintz is not in attendance to review the budget, greatly concerned. In regard to EOL he feels there is not enough EOL time for Trustees and that it is a disservice. The Trustees need more time required by the constitution.

Vice President Banks indicated if there's a new issue regarding EOL for Trustees; Vice President Banks feels the Trustees should go back before the E-Board for more time.

President Spence agrees with Rocco Brandisi, and apologies for the miscommunication between Spence and Secretary Treasurer Hintz. If we're saying we loss this battle, he did not run for a declining union.

If the Governor recognized there is a problem, where are we saying the sky has fallen? Why are we not being strategic with a contingent budget? President Spence passionately expressed the reality of an astringent budget vs. and austerity budget.

**Jemma Hanson – Region 11**

Jemma agrees no austerity budget.

**Jeanette St. Mary – Region 6**

Jeanette is requesting assistance within region with budget paperwork. There are no budgets in the Divisions, maybe that move could be really to the Regional Coordinator's budgets, there are a lot of allocated monies sitting in Divisions.

**Jemma Hanson – Region 11**

Indicated she used regional funds then requested from Secretary/Treasurer to reimburse because we did expend the money.

Jeanette St. Mary also expressed she feels that Secretary Treasurer Hintz is not present. Imperative that we go to Eboard united. We've got to come to a consensus, must present a united front. She asked that President Spence and Secretary Treasurer Hintz meet and discuss.

Vice President Adams discussed the condition of the conference room where the meeting is being held.

Committees: TAA, EEOC has not been active, looking to change that.

John Prince apologized for comments regarding committees.

**Chuck McRorie – Region 4**

Would have an issue with teleconferencing; Chuck mentioned challenges.

President Spence says the idea of having conversation to collect dues is going to be complex. We have to budget now to get the money back into the union. How long can we maintain before we go into solvency? These types of conversations need to be had with Secretary/Treasurer Hintz and other affiliations. Could the Comptroller be able to be involved with collecting dues from the union?

Vision Statement will be sent out to E-Board

Vice President Brate has moved to the Friedrichs group, David Dubofsky has moved to the GoPublic group.

PEF deadline due January 8<sup>th</sup>.

Tuition Reimbursement: (Non State Employer will continue to get from Benefits)  
Alleghany County  
Albany County Probation  
Housing  
Eastern  
Roosevelt  
Lockport

Vice President Brate suggests they are negotiated into their contracts.

John Prince inquired how many people participated. How much was spent?

President Spence wants to know how many and wants to go the state to have monies returned. Interns are prohibited but got it anyway. Would not reimburse, settled for it moving forward but the language is such GOER is still open to conversation.

**Contact Update:**

**Jemma Hanson – Region 11**

Indicated the contract team will be meeting next week and moving forward. The state took three dates off the table, not sure if they are trying to give PEF contract before CSEA. Suggest other things in place, two dates pulled off next week.

Vice President Brate mentioned the budget issue with OITS. Make sure we have communication with both contract and OITS issue. Does not want contract negotiations; this is a unique spot with this.

**Vivian Street – Region 9**

Indicated the RFP out on assessments does not have how to handle these issues.

**Sheik Nabajohn – Region 10**

Inquired why is DFS on the list we are not apart of ITS; no service in Data Center. The union is to step up and handle this issue.

**Legislative Agenda:**

The Legislative Agenda was adopted out of convention and discussed at the eboard. Legislative Agenda is something that is fluid.

**Staffing:**

We will bring on someone who will work with us; Tom Cetrino will work for 100 hours, specialized pace.

**OPWDD:**

Fight back injunction; we are doing things a little difference; Town Hall meeting has been held.

**Contractual Update:**

**Jemma Hanson – Region 11**

Informed the team is ensuring the contract is expedited. Hopefully is completed this month the rest of our articles.

We are prepared to stay long at the table to complete what we need to do; another to expedite their proposals.

January 14<sup>th</sup> and January 20 – State has agreed on these meeting dates.

**Sheik Nabajohn – Region 10**

Sheik inquired if side letters would be included. Jemma Hanson responded they are looking to put the verbiage into the article itself.

Sheik Nabajohn inquired about increase in salary, Jemma Hanson indicated across the board conversation has not been held.

President Spence mentioned the state may be interested in a four or five year contact.

President Spence discussed Pilot Program with the WCB issue in New Jersey, “it ain’t happening.”

Bob Carrothers was used for State Troopers health and WCB negotiations.

**Jeanette St. Mary – Region 6**

Inquired what is the costing out amount and general temperament?

Jemma Hanson informed there were contentions at first Mark Richards made an extreme position. Justice Center Coalition meeting last week OMSE did not make it, CSEA not there, PEF, CSEA, Local 371; next meeting February 24<sup>th</sup> in New York City.

Good things are moving forward; questioned would be coming to Black Caucus to our reception, Anthony Wells. Jemma has met with Assemblyman Carl Haiste and different unions regarding the Justice Center.

Vice President Brate recommends Meghan Keegan, a council leader and a good resource. Meghan has offered to come in and provide training; suggests brief meeting.

Vice President Adams feels the more information you have going in the better.

USW want to start contract negotiations. We are going to put together a team.

Friedrichs done

Sheik Nabajohn got endorsement from Jeffrey Klein.

Sheik Nabajohn discussed privatization.

### **Legislation:**

Maddie Shannon Roberts questioned (page 7 workforce 2<sup>nd</sup> paragraph)  
Greg Amorosi mentioned this resolution cannot be changed.

Maureen Kellman questioned (inaudible) difference between contractual relationships.

President Spence mentioned the PLA used in Trade Unions lost benefit does not always work out for the union.

Vice President Brate indicated broad documents as long as we are going for the intent gives flexibility of the Legislation Office to develop language for the Legislative Session.

It has a cost benefit; it has passed the senate, assembly it got vetoed following year clumped to engineers. How are we moving forward?

President Spence will discuss with SNO, PAC and Executive Council.

### **Breakout Beyond Budget**

Vivian Street was reassigned to the Privatization group.

### **Breakout Group Discussions**

- Legislative Reception Saturday – February 13, 2016 in Meeting Room 6 ESP



- Discussed Caucus, PEF will attend all events however, not supporting the Hilton.
- Dave Dubosky suggested wearing a sticker supporting trade unions. President Spence liked the idea; Vice President Brate disagrees with the idea.
- John Prince suggest there be a plan in place, we need to avoid backlash from the Times Union.
- Field Rep Assignment – Andrea Coton will forward this month.

### **Go Public**

- Free Press; are Regional Coordinators interested? Chris Leo suggests Regional Coordinators be involved.
- Form B, CTL740
- Comptroller Office

### **Friedrichs**

- organizing \$5,800.00 short term communications
- President Spence: NYS PEF Standby & Special Interest Comm Budgets pg 14, pg 17. 2015-2016 Proposed Budget
- Engage Delegates
- Stewards meet go down to the next level
- Involve people you already know
- S drive AFT2011
- Needs President Spence to facilitate with Organizing
- Organizing Line Name; 4 members and a chair due by Friday, January 8, 2016.