

PEF Labor Management Meeting

March 15, 2005

One Commerce Plaza

Type of meeting:

Attendees:

Management:

David Avenius

John Arena

Mary Margaret Cronin

Mark Diefendorf

Bob Morris

Keith Reichelt

Dan Romero

Rick Sacco

Alan Seckular

Gloria Toal

Teri Vazquez

Labor:

Rosemary Albano

James Battle

Kathy D'Arminio

Richard Fletcher

Marion Fox

Germaine Greco

Dale Gruder

Diane Hart

Joe Kost

Roseanne Lewit

Mike Saxby

Steven Schwartz

Jane Schwartz

BHR

Donna Faresta

----- Agenda Topics -----

Queens Relocation to Manhattan

Performance Evaluations

Out Sourcing Contracts

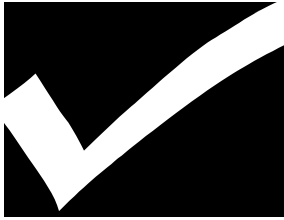
NYS 2005 Budget

Update on SSA Proposal

Caseload Projections Statewide

Promotional Exams

Other Information



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Queens Relocation to Manhattan

Discussion: *PEF is requesting seating plans for each staff member that will be related to Manhattan. PEF is requesting a walk through ASAP. PEF has Health & Safety Concerns: regarding the restrooms, space requirement per person, and Air quality Testing results. PEF is requesting due to the increased commute to 22 Cortland Street, can VRWS and Part Time work be put into place: MORALE: PEF is concerned with status of the existing PCs Statewide. There are concerns about how "quickly" staff can be transferred to another PC.*

PEF requested reasoning for the Queens move.

The Deputy Commissioner explained that after DDD's recommendation, there were various outside agencies who reviewed the lease and possible consolidation prior to the final decision, which was not a DDD determination. When the move decision was made it was no longer a DDD issue but an OTDA concern regarding civil service regulations, notifying employees, etc.

The following specific areas of concerns were raised:

Walk Through – Management agreed that James Battle, Marion Fox and the PEF Health and Safety Contact can do a walk through tomorrow morning.

Seating Plan – Management indicated that the seating plans are still in progress. Module Q will be moving intact to the 5th Floor in the first move phase, Module L will be moving primarily intact in the second phase. Management explained that we know where the vacant work stations are located and staff are currently being assigned to the individual work stations. Employees will be able to bring their current chairs with them to Manhattan.

Rest Rooms – PEF indicated issue will be reviewed during walk through.

Space Requirements – PEF indicated issue will be reviewed during walk through.

Air Quality – Management indicated that air quality will be retested in 2005.

VRWS/PT – Management indicated that VRWS will not be an option. Management is considering allowing transferring Jamaica employees to request part time for a period up to 3 months from date of transfer at the 80% level. Time off is to be spread across the work week. DDD will revisit the part time policy for Queens employees after that period of time.

Buses – Management will entertain options that PEF may provide.

Conclusions:

Action items:

Person responsible:

Deadline:

Performance Evaluations

Discussion: *PEF requests that the quality numbers used in recent annual performance evaluations for DAI1's be removed. When each member/employee accepted their program at the beginning of their evaluation period, the method to obtain the Quality numbers is clearly not part of their program.*

Deputy Commissioner indicated that this issue has been raised in the last few meetings and his decision is unchanged. He finds the current evaluation a reasonable approach to evaluate quality. A Management/PEF evaluation work group has been formed to review this issue, however, no conclusions have been reached. PEF requests that the committee accelerate its findings and report at the next DDD Labor Management meeting.

PEF continues to question the validity of the statistics in measuring quality and states that the method used for the statistical gathering are not part of the evaluation program. PEF also states that the GOER guidelines are not being followed.

Conclusions:

Action items: accelerate work group results. Workgroup will be meeting via teleconference March 24 and also in Manhattan on April 11. Person responsible: Deadline:

Out Sourcing Contracts

Discussion: *PEF is requesting a copy of the agreement between OTDA/DDD and outside contract sources for contract out work via a FOIL request. The request will be provided so that the contracts can be presented to the LM team on 3/15/05. PEF is requesting that full time PEF employees be hired to replace the private contract employees.*

Deputy Commissioner Avenius indicated that we are pursuing elimination of contract professional staff. The reason for utilizing contract staff is to fill positions which we are unable to fill through civil service avenues.

Conclusions: DDD has requested waivers to hire Information Technology Specialist 1's.

Action items: DDD will pursue getting an item through civil service to attempt filling a speech pathologists and possible hiring of psychologists in Binghamton. Person responsible: Deadline:

NYS 2005 Budget

Discussion: ***PEF requests an update on the results of 2005 Budget and how it will affect DDD.***

Management indicated that the state budget has no effect on DDD other than possibly slowing down certain payments. SSA provides a quarterly spending plan which is based upon negotiations between DDD and SSA with regard to spending needs.

Conclusions:

Action items:

Person responsible:

Deadline:

Update on SSA Proposal

Discussion: ***PEF would like an update on the implementation of Aedib. PEF would like an update on the implementation of QCS scanning all mail.***

Management indicated that DDD requires funds from the Federal Government to continue development. Accordingly development work has not proceeded as planned. It is anticipated that the project will begin with 2 analysts in Albany. It is projected that full implementation in Albany will be at least 1 year away.

Management indicated that we will be using QCS for scanning versus using an SSA provider, allowing local control to be maintained. QCS scanning will start in Albany in April.

Conclusions:

Action items:

Person responsible:

Deadline:

Caseload Projections Statewide

Discussion: ***PEF would like an update on NYS caseloads, including out of state claims, the CDRs that are currently housed in PC2 and the impact of attrition of analyst staff.***

The Director of Operations indicated that initial and CDR caseloads will be evaluated and adjustments will be made as needed. The consolidation of NYC will be a caseload factor that will stabilize over time. Manhattan and Binghamton have started to take some of the CDRs which are in storage in Jamaica.

Conclusions:

Action items:

Person responsible:

Deadline:

Promotional Exams

Discussion: *PEF would like to know what promotional exams Civil Service is planning for DDD? Are there any plans to use the Promotional Test Battery for promotions? Are there any study guides available for employees for the upcoming exams?*

Management indicated that the DA2 and DA3's exams are tentatively scheduled for October. The DA4 is scheduled to be battery only and expected to be announced in April. DA3 will be a written test, not the battery. There are no study guides for the DA2 or DA3 exams. PEF has concerns in regards to the Medical Relations Coordinator Exam.

Conclusions:

Action items: Program Integrity will remind the employees of the upcoming battery exams. Person responsible: Deadline:

Other Information

Next Meeting is scheduled for June 21st.