

Labor Management Meeting

10/18/05

10:30 AM

9th Floor Training Room A

Type of meeting:

Attendees:

Management

John Arena

Mary Margaret Cronin

Bob Morris

Keith Reichelt

Dan Romero

Debra Stark

Gloria Toal

BHR

Mary Beth Lindsay

PEF

Rosemary Albano

Ken Bailey

Kathy D'Arminio

Richard Fletcher

Marion Fox

Germaine Greco

Dayle Gruder

Diane Hart

Joseph Kost

Rosanne Lewit

Mike Saxby

Steven Schwartz

Jane Schwarz

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

"State of the State" address

Labor/Management Agreement

Performance Evaluations

Out Sourcing Contracts

Telecommuting

Reassignment Policy

Continuation of OT

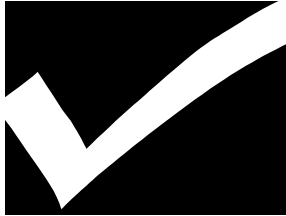
VRWS

New Hires

Update on SSA Proposal

Caseload Projections Statewide

Other Information



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Attendees:

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"State of the State" address

Discussion: *PEF would like Ms. Toal – Acting Deputy Commissioner to present a “State of the State” address. Where we are going, what is her philosophy, perspective on the last few years, what she would like to see different.*

Deputy Commissioner Toal stated her philosophy is “One DDD”. Her concern is to get work done and get back to basics. DDD’s mission does not fluctuate from year to year. We are here to deliver services to the citizens of NYS.

With regard to management’s relationship with PEF, Deputy Commissioner Toal stated that the relationship with the union will remain as in the past.

Conclusions:

Action items:

Person responsible:

Deadline:

| Action items: | Person responsible: | Deadline: |
|---------------|---------------------|-----------|
| | | |

Labor/Management Agreement

Discussion: *PEF would like the quarterly meetings to continue as they are. PEF would like the language in C to remain as: This statewide DDD Committee shall meet quarterly, unless it is mutually agreed to do otherwise. PEF would like the language in E to remain as Reasonable travel time shall be granted to DDD personnel to attend the meeting...*

PEF would like the quarterly meetings to continue. Deputy Commissioner Toal stated that the quarterly meetings are expensive with regard to travel costs. She suggested that 2 meetings be conducted in Albany and teleconferences be substituted for the other 2 meetings.

With regard to travel for labor management meetings, the Deputy Commissioner indicated that the current allowance for travel to attend meetings would be acceptable. PEF suggested that Management travel to the PCs to conduct the teleconferences.

Conclusions: Both Labor and Management agreed to the above conditions. Labor will be conducting pre-labor management teleconferences prior to the meeting.

Action items: Labor will send an amended Labor Management agreement for review and signature.

Person responsible:

Kathy D'Arminio

John Arena

Deadline:

Performance Evaluations

Discussion: *PEF is requesting the status of any new findings of the Performance Evaluation Workgroup.*

Mary Margaret Cronin handed out the Performance Standards for Analyst 2's. PEF stated their concerns for the accuracy of the statistics and disagrees with the 530 production number. Deputy Commissioner Toal stated that ACPS is an important tool for an analyst and is to be used by an analyst in case development.

Conclusions: The standards for Analyst 2 were acceptable to both labor and management with the exception of the 530 case production number. After discussion, labor and management agreed that the total production number will be 507.

Action items: Revisions will be made to the standards and distributed to the Program Managers by Friday 10/21 and distributed to Analyst staff by 10/28.

Person responsible: Mary Margaret Cronin / DPMs

Deadline:

Out Sourcing Contracts

Discussion: *PEF would like an update on the status of full time PEF employees to be hired to replace the private contract employees. Specifically, the psychologists, and IT positions.*

Management indicated that there are Federally funded Lockheed Martin contract staff in both NYC and Albany for development and implementation of Edib. Management is in the process of evaluating IT staffing statewide and has presented an initial proposal to BHR for new hires. DDD has received approval from DOB to hire 3 Psychologists at PC4.

Conclusions:

Action items:

Person responsible:

Deadline:

Telecommuting

Discussion: *PEF would like to initiate negotiations for telecommuting with the upcoming Aedib.*

The Deputy Commissioner indicated that the SSA Commissioner is opposed to telecommuting based on case security. It is SSA's stance that this topic is not open for discussion at this time.

Conclusions:

Action items:

Person responsible:

Deadline:

Reassignment Policy

Discussion: *PEF would like a policy consistent in each PC for reassigning of cases when a DA II will be out of the office for an extended period of time. PEF would like to provide input to this policy.*

Management indicated the general rule is that cases are reassigned throughout the floor if an analyst is out for more than a month, less than a month reassigned within the unit. Management will review with Program Managers and determine what the local policies are in regard to case reassignments.

Conclusions:

Action items: DPMs will be surveyed for local policies on case reassignments.

Person responsible:

Gloria Toal

Deadline:

Continuation of OT

Discussion: *PEF would like an update on the continuation of OT.*

Management stated that OT will continue as scheduled. It is anticipated that OT will likely continue in 2006 unless there is a change in the Federal budget.

Conclusions:

Action items:

Person responsible:

Deadline:

VRWS

Discussion: *PEF would like DDD to allow employees the ability to participate in VRWS under special circumstances.*

Management stated that DDD opted not to participate in VRWS due to workload levels. It is believed that FDWW , CWW, and part time based on reasonable accommodations for personal medical conditions, provide employees opportunities for part time schedules.

Conclusions:

Action items:

Person responsible:

Deadline:

New Hires

Discussion: *PEF is requesting an update on the status of any new future hires to the agency.*

Management stated that they will be presenting a proposal to SSA requesting 90 new DA2 hires, however, acceptance of the proposal will be in the hands of SSA.

Conclusions:

Action items:

Person responsible:

Deadline:

Update on SSA Proposal

Discussion: *PEF would like an update on the implementation of Aedib. PEF would like to know management's response to SSA's proposal regarding the MC's being board certified. PEF would like new updates re: Source Corp-Electronic Mail Room.*

Edib will be implemented January 30, 2006 beginning in Albany PC3.

An Edib training plan is being prepared specific to the NYDDS.

Management welcomes input regarding problems with Source Corp. concerning the implementation of the Electronic mailroom. Changes have been instituted by Source Corp. to correct deficiencies.

Management stated that at present, SSA has not established new requirements for MC's.

Conclusions:

Action items:

Person responsible:

Deadline:

Caseload Projections Statewide

Discussion: *PEF would like an update on NYS caseloads.*

Management stated that they will be evaluating the distribution of initial caseload within the next month. The possibility of moving a Field Office to Manhattan during Edib implementation is being considered.

As of this week NYSDDS is scheduled to receive a combined total of 234,000 initial and CDR cases for this fiscal year. There are no plans to receive out of state work.

Conclusions:

Action items:

Person responsible:

Deadline:

Other Information

Next Meeting: 10:00 A.M. January 17