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LOCAL399 COUNCIL

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Ass't Leader & Steward:
Richard Fletcher

Stewards:

Dr. M. Apacible

Jeff Bartlett

Nick Cataldo

Scott Wood

E-Board: Joe Kost

Treasurer: Bill Gilbert

Secretary: James Shelp

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pef399@yahoo.com

A MESSAGE FROM YOUR LEADER A YEAR IN REVIEW

I would like to Thank each and every member for your hard work and continued support. Division 399 has had many accomplishments this year. As you know we not only have our own e-mail address at:
pef399@yahoo.com

but we now have our own Division 399 Web site:
www.pef399.org

On your web site, you will find all current updates, minutes from your Health and Safety Committees, Labor

Management Committees, Seniors Meetings, Benefits, Legislative Updates and MUCH MORE !! The many committees have been extremely busy and have made great strides. Division 399 PAC sponsored an event, they participated in the recent election process and assisted with the letter writing to the legislators for hiring more DA II's. The Constitution Committee has requested changes in the constitution that will better suite our Division. The Fund Raising Committee has been hard at work raising

extra monies for the benefit of our members. The Mobilizers have been busy keeping our members informed.

We have also started a Building Health and Safety Committee.

Please continue to provide us with your feedback and ideas. We would not be able to move forward as we have without the support of our membership.

Congratulations to all of you for a GREAT YEAR !

WHAT YOUR CONTRACT SAYS ABOUT PERFORMANCE EVALUATIONS

The State and PEF acknowledge that performance evaluation is a management prerogative, and that the State has the full and complete authority to exercise its prerogative to evaluate its employees so long as it does so in a manner no inconsistent with any of the provisions below:

- A. Each employee shall be provided with a written Performance Program at the beginning of his/her evaluation period.
- B. Performance evaluation shall occur at the end of the evaluation period, shall be based on the employee's Performance Program, and shall include both a narrative discussion of the employee's performance and a summary rating.
- C. An employee may attach written comments to his/her Performance Program and/or Performance Evaluation. [Cont on p. 2]

WHAT YOUR CONTRACT SAYS ABOUT PERFORMANCE EVALUATIONS

D. Employees whose summary rating is below "Effective" shall be entitled to appeal such rating as described.

....V. Any questions or disputes arising from the interpretation or implementation of this Memorandum, or any other questions or disputes arising from the administration of the PS&T Unit Performance Evaluation System, shall be subject to

labor/management discussion at the Agency level and/or State level as appropriate as their sole and exclusive means of resolution.

This is taken from your current contract—Refer to Page 69 of your current contract for the full memorandum.

The Performance Evaluation Standards will be an agenda item on the next local and State DDD Labor/Management Meeting.

We will keep you updated with any progress through L/M.

Please send us any comments that you may have.



TAKE ME OUT TO THE BALL GAME

Division 399 is sponsoring a Bus Trip to the Yankee Stadium for all of our PEF Members and their families.

The date is:

**Saturday, July 30th
1:00 PM Game Time
Yankees vs. Angels**

Bus will leave at 7:00 AM

Ticket price including bus is \$50

The bus will pick up at Glendale in the front parking lot and will leave at 7:00 AM.

Please contact Robin at ext 4227 to reserve your spot. **Monies need to be in by March 1st.**

Thank you again for your input and to Robin

for all of her hard work organizing this trip for our members.



GENERAL MEMBERSHIP MEETING

The next General Membership Meeting will be held **Tuesday, March 22nd** at noon in the 3rd Floor Training Room.

Your Favorite pizza and soda will be there !!!

Michelle Coates from Liberty Mutual will be here. Update on Committees, Labor/Management Issues, Presentation of 2005-2006 Budget



PRIVATIZATION FIGHTBACK CAMPAIGN

PEF has started a Privatization Fightback Campaign.

Our jobs Are At Stake

Privatization: A Threat to Quality Service

Roger Benson, President

Privatization of government services and assets is a major threat to quality public service in New York State. As the state and its local governments attempt to respond to issues such as citizen demands for tax cuts and reduced government spending, shrinking federal revenue sharing, and perceptions of a high paid and bloated workforce, the focus by legislators and government executives continues to turn toward privatization of public services as one response to alleviate these concerns. Frequently, efficiency and cost savings are arguments used by politicians advancing a privatization agenda.

The reality is that privatization of public services continues to be a growth industry in New York as well as the rest of the nation, increasing the size and profits of private industry while severely impacting the public sector. Since 1994, New York's state workforce has been reduced by 21,000 positions. Nationwide, the figure is over 200,000. Many of these positions have been lost due to

consolidation and privatization and it appears that this trend may continue if left unchecked.

Privatization has many faces including the following:

- Contracting out/outsourcing
- Grants & Subsidies
- Service Shedding
- Asset Sales
- Deregulation
- Managed Competition
- Public-Private Partnerships
- Franchising
- Private Donations
- Volunteerism
- Vouchers

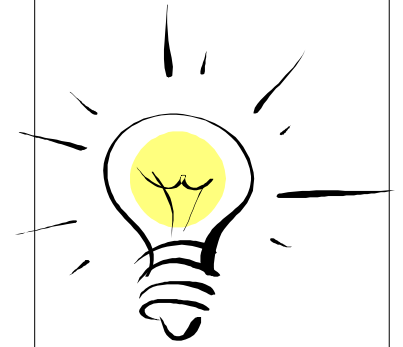
For more information on privatization, visit: www.pef.org

PEF's new ad campaign blasts privatization

PEF leaders and staff are gearing up for the 2005-06 state fiscal year by launching a campaign to urge lawmakers to "Go-Public" and pass legislation to curtail privatization and contracting-out.

To secure state jobs and save taxpayers millions of dollars, PEF is pushing to require a cost/benefit analysis before contracting-out state services; increase the accountability of off-budget shadow agencies by merging them into state agencies with similar duties; disclose the number of contract employees at all state agencies; and ban lobbyists' efforts to influence the award of state contracts.

PEF is running ads highlighting the need for this legislation.



Is there privatization at DDD ? How about the contracting of IMA Doctors? Our LM team will be investigating and reporting our findings to PEF. If you see anything that you think is privatization, please let us know.

"Strong Reasons make strong actions"- William Shakespeare

