

## OFFICE OF EMPLOYEE RELATIONS MISSION

To advance the performance of state government through collaborative labor relations, workforce training, education, and benefits.

## NYS HEALTH INSURANCE PLAN/EMPLOYEE BENEFITS MANAGEMENT

**PRE-TAX PROGRAMS** Flex Spending Account (FSA): Health Care Spending Account (HCSA), Dependent Care Advantage Account (DCAA), and Adoption Advantage Account

FLEX SPENDING ACCOUNT (FSA) is a pre-tax program that saves employees money on health care and dependent care expenses.

>> [oer.ny.gov/fsa](https://oer.ny.gov/fsa)

Enrollments for the FSA as of June 30, include:

HEALTH CARE  
SPENDING ACCOUNT

**14,496**

State employees enrolled

ADOPTION  
ADVANTAGE ACCOUNT

**5**

State employees enrolled

DEPENDENT CARE  
ADVANTAGE ACCOUNT

**7,654**

State employees enrolled



The 2021 FSA claims deadline was March 31, 2022, and employees are now able to use any remaining balances in their DCAA accounts and up to \$550 of their HCSA funds for expenses incurred in 2022. Although employees can no longer submit claims for 2021 expenses, they can incur new expenses against remaining 2021 funds.



**WageWorks/Health Equity** will continue to administer the 2022 FSA plan year and its runoff period which ends on March 31, 2023.



## PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of June 30, **3,693** employees participated in NYS-Ride. With NYS-Ride, the State realizes a 12-month annualized savings of **\$48,918** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$621** per year.

>> [oer.ny.gov/nys-ride](https://oer.ny.gov/nys-ride)

## NYSHIP Davis Vision Program Highlights from Annual Report

Plan highlights and utilization include:

- 99% in-network utilization
- 96% overall member satisfaction
- 27,803 paid-in-full lenses
- \$9.1 million in member savings from lens coverage
- 237,492 covered lives
- 75,017 dress lens claims
- 10,604 occupational lens claims
- 7.22 % increase in lens utilization overall

## STATEWIDE TRAINING HIGHLIGHTS

### WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

>> [oer.ny.gov/training-and-professional-development](https://oer.ny.gov/training-and-professional-development)



#### Public Service Workshops Program

74 workshops delivered virtually with 1,159 participants completing. This represents 530 contact hours and 85 training days.

#### Excelsior Service Fellowship Program

A one-day in-person professional development session was held in for the eighth cohort . 37 Fellows participated

#### Training Directors Roundtable

Two webinars were held with 140 training professionals in attendance. These provide the training community with updates on State training initiatives.

#### PEF Leadership Development Program

Announced during this quarter and applications are under review.

#### PEF College Tuition Reimbursement (CTR) Program

822 applications from 344 applicants were approved for a total expenditure of \$1,261,760. Of these applications, 135 were reimbursed under the Nurses' Enhanced CTR Program at an amount of \$187,609.

#### PEF Workshop and Seminar Reimbursement (WSR) Program

256 applications from 171 applicants were approved for a total expenditure of \$64,259.

#### PEF Certification and Licensure Exam Fee Reimbursement (CLEFR) Program

68 applications from 54 applicants were approved for a total expenditure of \$25,421.

#### M/C Tuition Reimbursement Program

15 applications from 13 applicants were approved for a total expenditure of \$10,147.

#### M/C Certification and Licensure Exam Fee Reimbursement (CLEFR) Program

One application from one applicant was approved for a total expenditure of \$270.

- ✓ 20 virtual class offerings in 7 topics were delivered as part of the 2022 Statewide Virtual Learning and Development Series with 262 participants completing training.
- ✓ OER hosted *Emotional Intelligence in Workplace* and *Respectful Communication in the Workplace* courses that were held in-person for the Executive Chamber.
- ✓ OER coordinated professional development training for training directors. The *Domestic Violence 101* webinar was conducted by the Office for the Prevention of Domestic Violence with 52 training professionals in attendance.

### NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING

>> [nyscseapartnership.org/](https://nyscseapartnership.org/)

#### Job Skills and Professional Development (ASU, ISU, OSU, DMNA)

##### 2022 SKILLS FOR SUCCESS

Concluded in May 2022 with 510 unique members participating in one or more courses or webinars, totaling 1,158 seats.

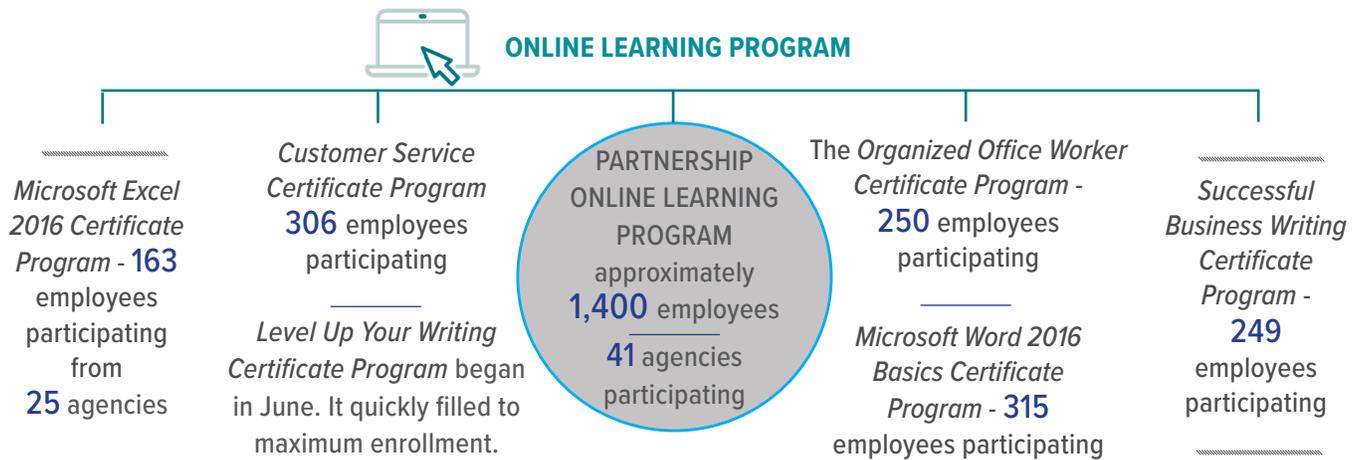
##### 2020-2022 APPLIED SKILLED TRADES PROGRAM

60 employees are participating in this program in the following locations: Long Island Region (electrician and plumber/steamfitter), Southern Region (plumber/steamfitter), Capital Region (carpenter), Central Region (carpenter and electrician), and Western Region (electrician). To date, employees have completed the *Math Fundamentals*, *Technical Math*, *Blueprint Reading Fundamentals*, *Workplace Communications*, and first trade-specific courses.

##### SPRING 2022 ADULT EDUCATION BASICS STATEWIDE PROGRAM

16 employees completed the *Math Refresher 1* course. With an average increase of approximately three grade levels per student, the course was a tremendous success.

10 employees completed the *Effective Reading Skills 1* course with an average increase of almost a full grade point each. One student increased their reading proficiency by nearly four grade levels.



### Tuition Benefits

Due to the expiration of the agreements between the State and CSEA, no new benefits for Executive Branch employees were issued after December 31, 2021. For the last program period, 2,464 employees applied for 5,314 benefits. Of these, 3,701 benefits have been paid totaling \$3,349,025. For the 2016-2021 contract period, 46,097 benefits were issued to 11,398 employees. Overall, 33,564 benefits have been paid totaling \$27,555,04.

Currently, 291 employees are participating in the following targeted tuition programs: RN/LPN (234), Information Technology (32), Welding (13), HVAC (11), and Legal Assistant Trainee (1).

Staff continue to administer the tuition benefits program for CSEA, Inc.; Health Research, Inc.; NYS Teachers' Retirement System; State University Construction Fund; and VOICE/CSEA.

### QUALITY OF WORK LIFE GRANTS PROGRAM

The Quality of Work Life Grants program is on hold pending new collective bargaining agreements between the State and CSEA. During the 2016-2021 NYS-CSEA contract period, **572** grants were approved for **22** NYS agencies and 118 CSEA locals, totaling **\$962,300**. Partnership staff continued to process reimbursement requests for grants approved prior to December 31, 2021.

### Advisement Services

Advisors responded to **743** calls and emails from employees requesting advice and information on issues such as tuition benefits, financial aid, basic skills, nursing programs, starting, or returning to college, and high school equivalency test preparation.



### Safety and Health

*Forklift Operator Safety Awareness* training was provided for Department of Environmental Conservation, Department of Agriculture and Markets, and Franklin Correctional employees.

*Fall Protection Awareness* training was held for **30** employees of the Department of Agriculture and Markets.

Staff presented *Handling Suspicious Mail and Packages* and *Safety and Health and the Aging Workforce* at the 2022 Statewide Conference on Occupational Safety and Health.

### Field Staff Activities

Staff hosted information tables at **29** NYS agencies/facilities and CSEA events.

Field staff made **1,056** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services. They also met with **127** CSEA leaders and NYS managers across the state to provide an overview of Partnership programs and services.



**Employee Assistance Program** >> [oer.ny.gov/eap](https://oer.ny.gov/eap)

**GRANTS**

Employee Assistance Program (EAP) opened the EAP grant program in May, and to date, has approved **48** applications totaling over **\$75,000**. Applications are still being accepted for the remaining **\$75,000** in funding.



**EMPLOYEE ASSISTANCE PROGRAM**  
served **3,357** first contacts by employees and family members

**Certified Employee Assistance Professionals Program (CEAP)**

**2** EAP coordinators are currently enrolled in the CEAP program and **2** EAP staff recently earned the CEAP credential.

In this training cycle, EAP offered new committee orientations, case studies, and the following classes: *New Coordinator Institute* trainings (recorded) include:

- Coordinator Basics
- Interviewing and Assessment - Modules 1 & 2
- Ethics in EAP Practice
- Mental Health Overview and Suicide Awareness
- Alcohol and Substance Abuse
- Domestic Violence 101- Live virtual
- EAP Critical Incident Response
- Wellness as a Promotional Tool
- How to Conduct an Effective Phone Interview
- Pre-Retirement Planning and Network Child Care Centers Programs
- Employee Benefits and Pre-tax Programs

**Employee Assistance Program: Wellness** >> [oer.ny.gov/wellnys-everyday](https://oer.ny.gov/wellnys-everyday)

- ✔ **71** WellNYS Ambassadors from **18** different NYS agencies promote WellNYS Everyday to employees in their agencies.
- ✔ **CHOOSE Wellness Program** is the newly developed OER/LMC employee wellness program that was developed by a team of agency employees.

- ✔ **5,943** subscribers to the WellNYS Daily To-Do, an email that motivates subscribers to participate in the monthly challenge.
- ✔ **WELLNESS WEBINARS**  
**7** wellness webinars were held for **1,238** participants on the topics: planning your next vacation in NYS; move more; and start your day with a positive habit.

**Directions: Pre-Retirement Planning Webinar Sessions**

> [oer.ny.gov/directions-pre-retirement-planning-information](https://oer.ny.gov/directions-pre-retirement-planning-information)

Webinar sessions are held for Executive Branch employees who are at least 50 years old and eligible to retire within five years. Each participant was sent the 11-chapter *Self-Help Guide to Pre-Retirement Planning*, the *Retirement Checklist for New York State Employees*, the Work-Life Services brochure, and other planning materials from the Department of Civil Service, Employee Benefits Division, and the Office of the State Comptroller.

In April, May, and June, **5** DIRECTIONS: Pre-Retirement Planning webinar sessions (**20** webinars in total) were offered to approximately **750** employees. This brings the total number of employees served since seminars were first offered in 2003 to **64,403**.



**NYS Network Child Care Centers**

>> [oer.ny.gov/nys-network-child-care-centers](https://oer.ny.gov/nys-network-child-care-centers)

Work-Life Services (WLS) staff remained in close contact with the center directors, offering information and support to them as they continued to struggle with staffing shortages and positive COVID cases. WLS staff remained in close contact with the center directors, offering information and support to them as they continued to struggle with staffing shortages and positive COVID cases.

## NYS/UUP JOINT LABOR-MANAGEMENT COMMITTEES

>> [oer.ny.gov/nysuupjlmc](https://oer.ny.gov/nysuupjlmc)

### Individual Development Awards Program

Reviewed and approved **1,473** applications for funding that were submitted by the **29** SUNY campuses for a total of **\$1,648,853**.

### Certification and Licensure Exam Fee Reimbursement (CLEFR) Program

**43** applications were received and processed for a total of **\$31,889.50**. NYS/UUP JLMC staff have been reviewing and processing applications for the new period beginning January 1.

### Empire KnowledgeBank (EKB) Licenses

The EKB transitioned to a new platform powered by Percipio. There are currently **125** licenses in use.

- ✔ **Empire State College Virtual Workshops**  
**15** virtual workshops were delivered to **225** UUP-represented employees for the following workshops:
  - *Developing the Leader Within*
  - *Connect & Compromise*
  - *Diversity: Learning to Leverage Difference at Work*
  - *Global Cultural Diversity & Inclusion*
  - *Workplace Civility*

- ✔ **Retraining Fellowship Program**  
**8** Pharmacy Tech reimbursements were approved for **\$1,400**.

## New York State/Graduate Student Employees Union Labor-Management Programs

### NYS/GSEU Professional Development Program

Funds are awarded to graduate assistants and teaching assistants represented by GSEU for eligible job-related projects or activities to acquire skills and knowledge to develop professionally. **65** applications were approved totaling **\$82,404**.

## UNION AND BARGAINING UNIT CONTRACT NEGOTIATION STATUS

**CSEA:** Administrative, Operational, Institutional and Division of Military and Naval Affairs Units  
Contract: April 2, 2021 - April 1, 2026

**PEF:** Professional, Scientific and Technical Unit  
Contract: April 2, 2019 - April 1, 2023

**UUP:** State University Professional Services Unit  
Contract: July 2, 2016 - July 1, 2022

**CWA/GSEU:** State University Graduate Student Negotiating Unit  
Contract: July 2, 2019 - July 1, 2023

**DC-37:** Rent Regulations Services Unit  
Contract: April 2, 2021 - April 1, 2023

**NYSCOPBA:** Security Services Unit  
Contract: April 1, 2016 - March 31, 2023

**Council 82:** Security Supervisors Unit  
Contract: April 1, 2009 - March 31, 2016  
Pending interest arbitration

**PBANYS:** Agency Police Services Unit  
Contract: April 1, 2019 - March 31, 2023

**NYSPIA:** Investigators and Senior Investigators Unit  
Contract: April 1, 2018 - March 31, 2023

**PBA:** Troopers, Commissioned and Non-Commissioned Officers Units  
Contracts: April 1, 2018 - March 31, 2023