

## 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 FSA as of March 31, include:

HEALTH CARE SPENDING ACCOUNT	ADOPTION ADVANTAGE ACCOUNT
<b>14,836</b>	<b>5</b>
State employees enrolled	State employees enrolled
DEPENDENT CARE ADVANTAGE ACCOUNT	
<b>8,006</b>	
State employees enrolled	

✔ The 2021 FSA claims deadline was March 31, 2022, and now employees are able to use any remaining balances in their DCAA accounts and up to **\$550** of their HCSA funds for expenses incurred in 2022.

✔ **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 March 31, **3,579** employees participated in NYS-Ride. With NYS-Ride, the State realizes a 12-month annualized savings of **\$41,954** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$563** per year.

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



### LiveHealth Online Update

Since the implementation of their telemedicine program through LiveHealth Online (LHO), EBC has provided the State with regular updates on utilization. As of the end of February 2022, there have been **10,492** registered Empire Plan members registered for LiveHealth Online, including over **1,100** registrations in 2022.

So far in 2022, there have been over **1,025** medical visits and over **640** behavioral health visits held, for a total of **1,665** plus visits.

## 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

62 workshops delivered virtually with 897 participants completing. This represents 530.5 contact hours held during 86.5 training days.

#### Excelsior Service Fellowship Program

Two virtual professional development sessions were held in for the eighth cohort of 50 Fellows.

#### Training Directors Roundtable

Two webinars were held with 70 training professionals in attendance. These provide the training community with updates on State training initiatives.

#### NYS M/C Leadership Institute

39 employees completed the fifth cohort.

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

57 applications from 479 applicants were approved for a total expenditure of \$1,055,171. Of these applications, 69 were reimbursed under the Nurses' Enhanced CTR Program at an amount of \$71,102.

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

408 applications from 322 applicants were approved for a total expenditure of \$106,786. Of these applications, one was reimbursed under the Nurses' Enhanced WSR Program at an amount of \$500.

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

69 applications from 60 applicants were approved for a total expenditure of \$25,880.

#### M/C Tuition Reimbursement Program

88 applications from 55 applicants were approved for a total expenditure of \$79,054.

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

Four applications from four applicants were approved for a total expenditure of \$1,905.



#### 2022 Statewide Virtual Learning and Development Series

24 virtual class offerings in 7 topics. Classes included as part of this series are, *Emotional Intelligence in the Workplace*, *Essentials of Supervision: Coaching for Improvement*, *Essentials of Supervision: developing SMART Performance Standards*, *Essentials of Supervision: The New Supervisor: Making the Transition*, *Navigating Transitions in the Workplace-A Guide for Managers and Supervisors*, *Respectful Communications in the Workplace*, and *Successful Supervision in a Remote Environment*.

### 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

To date, 462 unique employees have applied for a total of 1,132 seats in one or more classes.

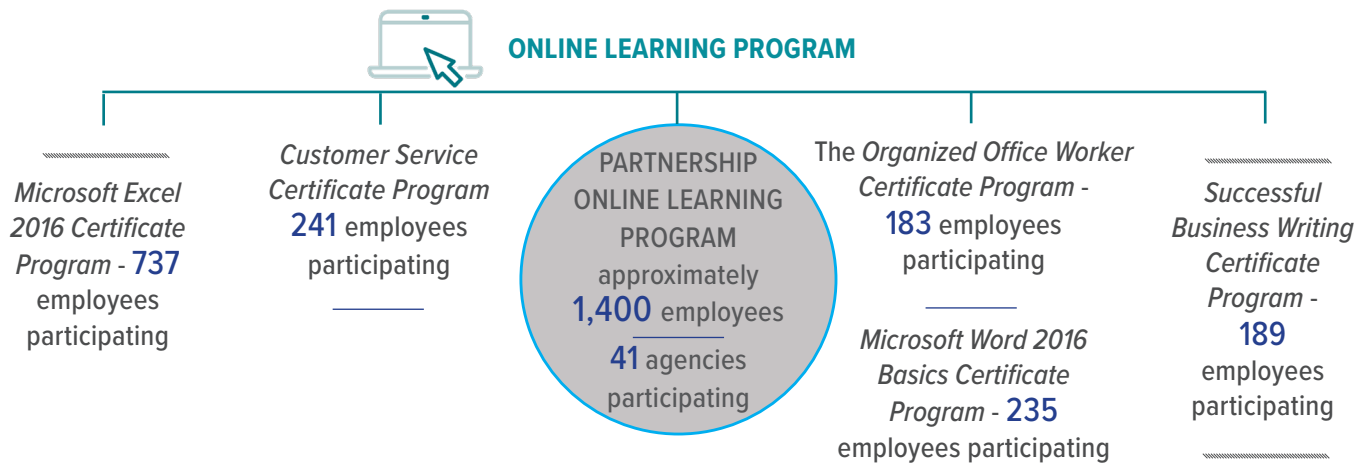
#### 2020-2022 APPLIED SKILLED TRADES PROGRAM

61 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. Employees began their third trade-specific courses in March.

#### Spring 2022 ADULT EDUCATION BASICS STATEWIDE PROGRAM

20 employees are participating in the *Math Refresher 1* course as part of the Spring 2022 Adult Education Basics Statewide Program. They are meeting twice per week through a hybrid Webex and Canvas model.

Applications were accepted for the *Effective Reading Skills 1* course which began in April. There were 33 employees currently enrolled or interested in enrolling. This course will also be delivered via Canvas and Webex.



### 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, 2,456 employees applied for 5,295 benefits. Of these, 3,496 benefits have been paid totaling \$3,156,755. For the 2016-2021 contract period, 33,348 benefits were issued to 11,392 employees. Overall, 46,078 benefits have been paid totaling \$27,351,175.

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 **1,565** 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

The Partnership provided *Forklift Operator Safety* training to **8** Mohawk Correctional Facility employees.

The Partnership delivered the newly developed *Home Ergonomics* webinar.

The Partnership delivered the *Chainsaw Safety Awareness* online course.

The Partnership is reviewing a Safety and Health grant application for Arc Flash training submitted by SUNY Oswego.

### Field Staff Activities

Staff hosted information tables at **4** NYS agencies/facilities and CSEA events.

Field staff made **1,651** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services.



## WORK-LIFE SERVICES

>> [oer.ny.gov/work-life-services](https://oer.ny.gov/work-life-services)

### Employee Assistance Program

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

#### GRANTS

Employee Assistance Program (EAP) concluded a successful grant cycle in December. **\$150,000** in grant funding was made available to EAP committees throughout the State to support the promotion of EAP services. Applications were submitted by **20** different agencies and **\$137,463** was awarded to the local EAP programs.



**EMPLOYEE ASSISTANCE PROGRAM** served **4,546** first contacts by employees and family members

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

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

Employee Assistance Program (EAP) staff offered **2** New Committee Member Orientations for agency employees serving on EAP committees and presented the *EAP Overview* for agency employees. To date, **1,558** supervisors have enrolled in the *EAP Overview for Supervisors* training in SLMS, and **1,476** people have viewed the training on YouTube.

### Employee Assistance Program: Wellness

>> [oer.ny.gov/wellnys-everyday](https://oer.ny.gov/wellnys-everyday)

- ✓ **72** WellNYS Ambassadors from **18** different state agencies promote WellNYS Everyday to employees in their agencies.
- ✓ **WELLNYS EVERYDAY MONTHLY CHALLENGES**  
**890** employees and family members participated.

- ✓ **6,042** subscribers to the WellNYS Daily To-Do, an email that motivates subscribers to participate in the monthly challenge.
- ✓ **WELLNESS WEBINARS**  
**10** wellness webinars were held for **863** participants on the WellNYS Everyday Monthly Challenge themes.

### DIRECTIONS: Pre-Retirement Planning Seminars



The *Self-Help Guide*, *Retirement Checklist for NYS Employees*, and the PowerPoints were all updated as they are each year. Visit [oer.ny.gov/directions-pre-retirement-planning-information](https://oer.ny.gov/directions-pre-retirement-planning-information).

#### DIRECTIONS: PRE-RETIREMENT SEMINARS

Seats at each of the Webex webinar sessions are offered to all eligible agencies. Each participant is 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 January through March, **11** webinar sessions (**44** in total) were developed and presented.



### NYS Network Child Care Centers

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

The Office of Children and Family Services' mask mandate was lifted for childcare center staff, children, and families, and quarantine time lines were changed. Each not-for-profit board of directors was then tasked with developing policies to reflect the new procedures.

## NYS/UUP JOINT LABOR-MANAGEMENT COMMITTEES

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

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

64 applications were received and processed for a total of \$51,187. NYS/UUP JLMC staff have been reviewing and processing applications for the new period beginning January 1.

### Empire KnowledgeBank (EKB) Licenses

13 new and reactivated licenses have been issued for the period ending March 31. EKB licenses have been renewed for the period of April 1 through May 1, 2023.

✓ Empire State College Virtual Workshops  
5 virtual workshops were delivered to 89 UUP-represented employees for the following workshops.

- *Global Cultural Diversity and Inclusion*
- *Workplace Civility Creating and Maintaining a Positive, Respectful Work Environment*

## GRADUATE STUDENT EMPLOYEE UNION, STATE UNIVERSITY GRADUATE STUDENT NEGOTIATING UNIT

### Student and Exchange Visitor and Information Systems (SEVIS) Fee Mitigation Program

The SEVIS Fee Mitigation Program was implemented in February for the first time for graduate assistants and teaching assistants at SUNY. Reimbursement is provided to eligible graduate assistants and teaching assistants for the cost of fees associated with student or exchange visas. 187 applications were approved for a total of \$65,450.

## UNION AND BARGAINING UNIT CONTRACT NEGOTIATION STATUS

CSEA: Administrative, Operational, Institutional and Division of Military and Naval Affairs Units  
Contract: April 2, 2016 - April 1, 2021  
Negotiations underway

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