



## 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.

>> <https://oer.ny.gov/fsa>

Enrollments for the FSA as of March 31, include:

HEALTH CARE  
SPENDING ACCOUNT

**13,057**

State employees  
enrolled

ADOPTION  
ADVANTAGE ACCOUNT

**6**

State employees  
enrolled

DEPENDENT CARE  
ADVANTAGE ACCOUNT

**7,838**

State employees  
enrolled



### PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of March 31, **4,192** employees participated in NYS-Ride. With NYS-Ride, the State realized a 12-month annualized savings of **\$57,344** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$641** per year.

>> <https://oer.ny.gov/nys-ride>

### Highlights

- ✓ **NYS-Ride Parking Benefit**  
Testing was completed and program staff sent out a communication to State agencies to let employees know they can enroll by April 1 for the parking benefit in June.
- ✓ **Empire Plan Mental Health and Substance Use Program**  
Beacon Health Options has changed their name to Carelon Behavioral Health, effective March 1.
- ✓ **Empire Plan Medical/Surgical Program**  
Staff members met with UnitedHealthcare (UHC) and the Department of Civil Service several times during this quarter to review future legislative requirements, discuss plan benefit issues.
- ✓ Communications via the Empire Plan Nurseline continue to provide useful wellness resources and benefits information to Empire Plan members. Campaigns reach members by mail and email.
- ✓ **WageWorks/Health Equity** will continue to pay 2022 FSA claims for the next 45 days as employees have that time to perfect any denied claim that was submitted before the March 31 deadline.

## STATEWIDE TRAINING HIGHLIGHTS

### WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

>> <https://oer.ny.gov/training-and-professional-development>

#### Public Service Workshops Program (PSWP)

PSWP delivered **75** workshops to **1,317** participants completing training. This represents 636 contact hours held during 106 training days.

#### Professional Development Committee (PDC)

The PDC met twice this quarter.

#### Training Directors Roundtable

Two Training Directors' Roundtable webinars were held with **145** training professionals in attendance.

#### Training Directors' Roundtable Professional Development Session

One session was held and provided guidance and updates on the *Equal Employment Opportunity and Workplace Discrimination Prevention* Training, Train-the-Facilitator with **85** in attendance.

#### Statewide Learning Management System

Two Statewide Learning Management System Primary Administrator Trainings were held during this quarter. With **24** agency employees trained.

#### New York State M/C Leadership Institute (NYSLI)

The Leadership Institute was held on a monthly basis through March with **39** participants graduating.

#### Excelsior Service Fellowship Program

During this quarter, **58** fellows (ninth cohort) participated in a one-day professional development session.

#### PEF College Tuition Reimbursement (CTR)

**Program:** 483 applications from 220 applicants were approved for a total expenditure of \$703,614. Of these applications, 134 were reimbursed under the Nurses' Enhanced CTR Program at an amount of \$162,981.

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

196 applications from 110 applicants were approved for a total expenditure of \$39,424.

#### PEF Certification and Licensure Exam Fee

**Reimbursement (CLEFR) Program:** 23 applications from 22 applicants were approved for a total expenditure of \$8,839.

#### PEF Certification and License Renewal Fee

**Reimbursement (CLRFR) Pilot Program:** 292 applications from 283 applicants were approved for a total expenditure of \$26,946.

#### M/C Tuition Reimbursement Program:

14 applications from 11 applicants were approved for a total expenditure of \$9,721.

#### M/C Certification and Licensure Exam Fee

**Reimbursement (CLEFR) Program:** Reimbursements were not issued during this quarter.

### NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING

>> <https://nyscseapartnership.org/>

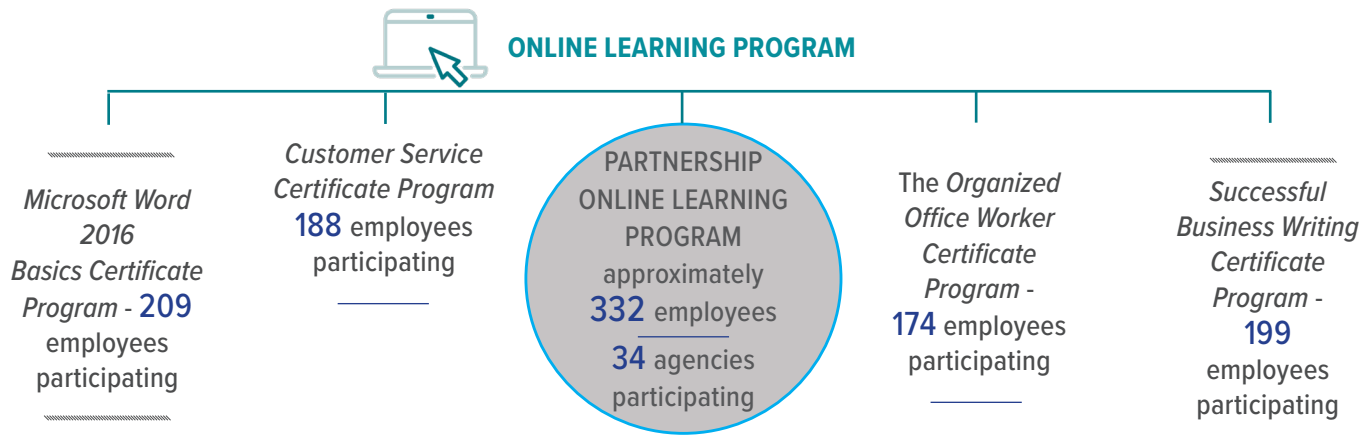
#### Job Skills and Professional Development

(ASU, ISU, OSU, DMNA)

**779** unique members have applied for a total of **1,700** seats in one or more Spring 2023 Skills for Success classes. There are over **80** courses and webinars scheduled from February to June 2023.

**109** employees are participating in the 2023-2025 Applied Skilled Trades Program, in the following regions: Long Island Region (electrician), Southern Region (carpenter and electrician), Capital Region (electrician), Central Region (plumber/steamfitter), and Western Region (plumber/steamfitter and electrician). Participants started *Blueprint Reading Fundamentals* and completed *Math Fundamentals* and *Technical Math*.

**8** employees are participating in *Math Refresher 1* (online), which runs twice per week over a six-week. Over **25** employees have registered for *Effective Reading Skills 1* (online) beginning in April. The course will run twice per week over a six-week period.



### Tuition Benefits

For the 2022 program year, 4,759 tuition benefits were issued to 1,965 employees. Overall, 2,160 benefits have been paid totaling \$1,992,492.

Three hundred and eighty-eight employees are participating in the following targeted tuition programs: RN/LPN (222), Commercial Driver’s License Training (111), Information Technology (31), Welding (14), Legal Assistant Trainee (5), and HVAC (5).

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.

### GRANT PROGRAMS

During the 2021-2026 NYS-CSEA contract period, **76** Quality of Work Life grants have been approved for eight NYS agencies and seven CSEA locals, totaling \$157,753.

During the 2021-2026 NYS-CSEA contract period, one Safety and Health grant has been approved for one NYS agency, totaling \$34,000.

### LABOR-MANAGEMENT SERVICES

Staff delivered the customized Labor-Management Committee Process training for the NYS Police .

Staff delivered The Labor-Management Committee Process training for the SUNY Geneseo labor-management committee. The training focused on the operating agreement, agenda development, effective meetings, and benefits of labor-management cooperation.

### Safety and Health

The NYS & CSEA Safety and Health Planning Committee met four times to discuss matters of mutual concern and prepare for the Article 15 meeting.

### ADVISEMENT SERVICES

Advisors responded to **2,978** 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.



### Field Staff Activities

Staff hosted information tables at **26** NYS agencies/facilities and CSEA events.

Field associates made **1,279** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services. They also met with **73** CSEA leaders and NYS managers across the State to provide an overview of Partnership programs and services.



**Directions: Pre-Retirement Seminars**

- During this quarter **8** sessions were held for approximately **336** employees.
- Approximately **20-24** webinar sessions are offered annually.

>><https://oer.ny.gov/directions-pre-retirement-planning-information>

**Network Child Care Centers**

Work-Life Services, Health and Safety grants were offered to centers for FY 2022-23. These funds are provided to centers to purchase needed items to improve the health and safety of the programs, and to provide professional development for the staff.



**28** grants in total were awarded with amounts ranging from \$9,000 to \$11,000 based on the number of State employee children enrolled. In this quarter, **11** centers were awarded funds.

>><https://oer.ny.gov/nys-network-child-care-centers>



**Employee Assistance Program (EAP)**

**EAP Utilization**

The most frequently reported issues were related to work, followed by mental health, stress, bereavement/grief, and health/wellness.

- **5,091** first contacts were made by employees and family members.
- The EAP main office received **88** calls from employees requesting assistance.
- **50** website requests were received for assistance.

**Critical Incident Response**

EAP coordinators responded to **29** critical incidents.

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

There are currently **12** coordinators and nine staff members who have the CEAP credential. NYS EAP will begin the CEAP program in 2023 for new candidates seeking certification.

**EAP Grant**

There will be \$150,000 available for EAP programs to use to promote their local programs and for items essential for EAP offices.

**Marketing**

EAP continued to reach employees during this quarter by hosting in-person events such as meet and greets, wellness events, and benefit fairs. EAP is planning a special promotion for its 40th anniversary for later this year. Hundreds of employees viewed the EAP Training for Supervisors on the Statewide Learning Management System (SLMS) and YouTube as well as attended wellness webinars.

**Wellness**

WellNYS Ambassadors promote the WellNYS Everyday program to employees in their agencies and contribute to monthly Webex meetings.

- **86** WellNYS Ambassadors participate from **22** State agencies

**835** people attended 6 monthly webinars with follow-up sessions. Including: *Inspire Yourself to Reach Your Wellness Goals in 2023*; *Ask Yourself Eight Questions Every Day*; and *Building Your Plate with Healthy Choices*.

**1,409** employees and family members receive the WellNYS Daily To-Do email that motivates subscribers to participate in the monthly challenge. Employees are encouraged to sign-up to receive the daily email.

**EAP Training**

During this quarter, the training staff provided coordinators a variety of both virtual and in-person training activities to enhance their skills and knowledge and to gain additional experience to become more comfortable performing their job.

**EAP In-Person Trainings**

- **22** training sessions of the foundational training cycle with 476 participants
- **24** training sessions of regional representative orientations with 299 participants
- **150** completions of *Supervisor Overview* in SLMS
- **3** sessions of the *New Coordinator Institute* self-guided trainings in SLMS with nine participants.

Due to the expiration of the 2016-2022 Agreement between the State and UUP on July 1, 2022, labor-management funded programs were funded through the nine-month extension which expired on March 31. During this quarter, NYS/UUP JLMC labor-management funded programs included:

**Individual Development Awards (IDA) Program**

NYS/UUP JLMC staff reviewed IDA applications, submitted by the Campus Professional Development Committees, to fund expenses that support a variety of professional development projects or activities for employees to develop or enhance skills and to prepare for advancement. One thousand four hundred and sixty-four applications were reviewed and \$1,546,029 was awarded.

**Certification and Licensure Exam Fee Reimbursement (CLEFR) Program:**

NYS/UUP JLMC staff reviewed and processed applications to reimburse the cost of fees for examinations for first-time certification, licensure, or designation. Seventy-nine applications were approved and processed for a total of \$59,910.

- Empire Knowledge Bank (EKB) Licenses  
NYS/UUP JLMC staff approved applications for a license that provides employees an opportunity to access a variety of eLearning products to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. Twenty-eight new licenses were issued during this quarter. All current licenses expire on April 30.

**NYS/UUP JLMC staff continued with the administration of ongoing projects including:**

- Assessing current programs to determine if they are meeting employee needs and to establish new programs to provide additional professional development opportunities to enhance employees’ skills and knowledge.
- Continuing to work with statewide labor-management committees on strategies to more effectively disseminate labor-management program information to UUP represented employees and SUNY campuses.

**New York State/Graduate Student Employees Union (GSEU) Labor-Management Programs**

Student and Exchange Visitor and Information Systems (SEVIS) Fee Mitigation Program: The SEVIS Fee Mitigation Program for graduate assistants and teaching assistants enrolled at a SUNY campus and represented by GSEU provides reimbursement to eligible graduate assistants and teaching assistants for the cost of fees, which all visitors to the United States who are on student or exchange visas are required to pay the Department of Homeland Security the first time they apply for a visa. Two hundred and sixty-five applications were received, 41 applications were reviewed, 27 applications have been reimbursed for the total of \$9,320.

**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

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

PEF: Professional, Scientific and Technical Unit  
Contract: April 2, 2023 - April 1, 2026

Council 82: Security Supervisors Unit  
Contract: April 1, 2016 - March 31, 2023

UUP: State University Professional Services Unit  
Contract: July 2, 2022 - July 1, 2026

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

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

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

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

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