

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

Enrollments for the FSA as of September 30, include:

HEALTH CARE
SPENDING ACCOUNT

14,613

State employees
enrolled

ADOPTION
ADVANTAGE ACCOUNT

6

State employees
enrolled

DEPENDENT CARE
ADVANTAGE ACCOUNT

7,754

State employees
enrolled



PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of September 30, **4,104** employees participated in NYS-Ride. With NYS-Ride, the State realizes a 12-month annualized savings of **\$43,329** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$510** per year.

>> oer.ny.gov/nys-ride

Highlights

- ✔ Implementation activities continue with Total Administrative Services Corporation (TASC). TASC will be responsible for the 2023 plan year and the open enrollment period which will begin in November.
- ✔ **WageWorks/Health Equity** will continue to administer the 2022 FSA plan year and its run out period which ends on March 31, 2023.
- ✔ **Empire Plan Nurseline** continues to provide useful wellness resources and benefits information to Empire Plan members. Campaigns reach members by mail and email. Monthly health topics this quarter included finding appropriate levels of care, tips to improve cholesterol, and the importance of taking prescribed medications.
- ✔ **Empire Plan Mental Health and Substance Use Program**
Services from both groups, Talkspace and Equip, will be available to Empire Plan members by mid-November. The Talkspace group offers both therapists and prescribing providers who will be available for video sessions and/or digital chat and messaging services throughout the week. The Equip Group offers a program to treat eating disorders. Families engage with a care team from Equip through online video sessions throughout the treatment period.

STATEWIDE TRAINING HIGHLIGHTS

WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

>> oer.ny.gov/training-and-professional-development

Public Service Workshops Program

During this quarter, this program delivered **79** workshops to **1,263** participants.

Professional Development Committee

The committee met twice this quarter.

Training Directors Roundtable

2 webinars were held with **120** training professionals in attendance. These provide the training community with updates on State training initiatives.

Statewide Mandated Training Program

2 trainings were held, *Equal Employment Opportunity Rights and Responsibilities* and *Sexual Harassment Prevention in the Workplace*. These courses are available in the Statewide Learning Management System for agencies to enroll participants.

PEF Leadership Development Program

2 cohorts of **40** participants each began and were held virtually in during this quarter.

Excelsior Service Fellowship Program

During this quarter, **37** fellows (eighth cohort) participated in a one-day professional development session and **58** fellows (ninth cohort) participated in a one-day Orientation.

PEF College Tuition Reimbursement Program

1,234 applications from 479 applicants were approved for a total expenditure of \$1,838,321. Of these applications, 342 were reimbursed under the Nurses' Enhanced CTR Program at an amount of \$440,477.

PEF Workshop and Seminar Reimbursement Program

526 applications from 365 applicants were approved for a total expenditure of \$119,458. Of these applications, one was reimbursed under the Nurses' Enhanced Workshop and Seminar Reimbursement Program at an amount of \$47.

PEF Certification and Licensure Exam Fee Reimbursement Program

106 applications from 87 applicants were approved for a total expenditure of \$34,637.

PEF Certification and License Renewal Fee Reimbursement Pilot Program

97 applications from 92 applicants were approved for a total expenditure of \$9,012.

M/C Tuition Reimbursement Program

40 applications from 34 applicants were approved for a total expenditure of \$26,500.

M/C Certification and Licensure Exam Fee Reimbursement Program

One application from one applicant was approved for a total expenditure of \$200.

NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING

>> nyscseapartnership.org/

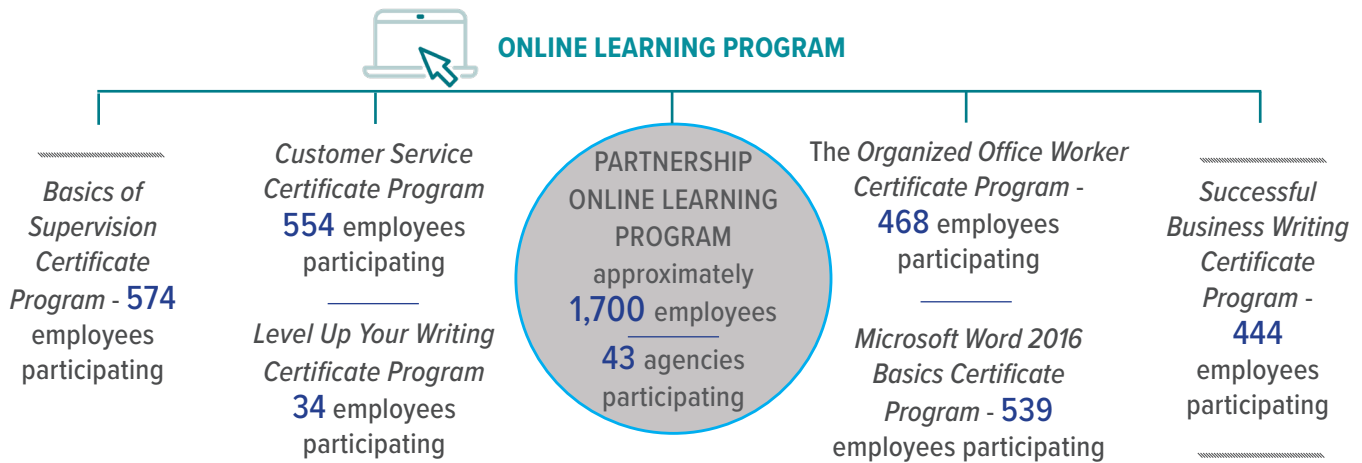
Job Skills and Professional Development (ASU, ISU, OSU, DMNA)

The 2022 Summer Webinar Series concluded in August with **553** employees attending **16** webinars.

The Partnership's fall 2022 Skills for Success program began in September with **522** unique members registered in one or more courses or webinars, totaling **1,139** seats.

59 employees are participating in the 2020-2022 Applied Skilled Trades 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). Participants are currently taking their fourth and final trade course. Graduation planning is underway.

15 participants are enrolled in *Math Refresher 2*, with **29** pending for *Effective Reading Skills 2*. The online courses are being delivered through Canvas, a cloud-based learning management system that enables participants to communicate with their instructor and classmates, access all course materials, attend lectures, and work in groups remotely.



Tuition Benefits

The 2022 Tuition Benefits Program for Executive Branch employees launched on September 14. Employees are using benefits for courses held on or after April 1, 2022. So far, 596 employees have applied for 1,345 tuition benefits. Two of the benefits have been paid for a total of \$1,235. For the 2016-2021 contract period and the 2022 program year, 47,454 tuition benefits were issued to 11,576 employees. Overall, 33,674 benefits have been paid totaling \$27,655,319.

For the 2022 program year, 78 employees are participating in the following targeted tuition programs: RN/LPN (68), Information Technology (7), Welding (2), 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.

LABOR-MANAGEMENT SERVICES

During this quarter, staff presented *The Fundamentals of Labor-Management Committees* webinar for SUNY Morrisville with **6** labor and management participants attended. A webinar was held with **66** participants.

QUALITY OF WORK LIFE GRANTS PROGRAM

The Quality of Work Life Grants Program launched in September.

ADVISEMENT SERVICES

Advisors responded to **1,999** 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 **21** NYS agencies/facilities and CSEA events.

Field staff made **719** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services. They also met with **33** CSEA leaders and NYS managers across the state to provide an overview of Partnership programs and services.



Employee Assistance Program >> oer.ny.gov/eap

Grants

Employee Assistance Program (EAP) opened the EAP grant program in May, and to date, has approved **86** applications totaling over **\$117,000**. Applications are being accepted until October 31, 2022, for the remaining **\$33,000** in funding.



EMPLOYEE ASSISTANCE PROGRAM

served **4,113** first contacts by employees and family members

Multi-Agency EAP Programs

The Capital Area Multi-agency (CAMA) EAP served more clients this quarter than in previous quarters this year.

Marketing

EAP reached employees during this quarter by hosting in-person events, such as meet and greets, wellness events, and benefit fairs.

Training

The EAP training unit is currently working on developing in-person and virtual training programs for the statewide EAP coordinators and committees for 2023 to provide the necessary skills to help employees resolve any problems that may be impacting their work performance or personal well-being.

The priority training topics identified for 2023 are opioid use disorder, mediation, mental health, building good sleep practices, motivational interviewing, housing, and domestic violence.

Employee Assistance Program: Wellness >> oer.ny.gov/wellnys-everyday

- ✓ **80** WellNYS Ambassadors from **18** different NYS agencies promote WellNYS Everyday to employees in their agencies.
- ✓ **Wellness Grant Program** was offered to all WellNYS Ambassadors in September.

- ✓ **6,048** subscribers to the WellNYS Daily To-Do, an email that motivates subscribers to participate in the monthly challenge.
- ✓ **WELLNESS WEBINARS**
3 wellness webinars were held for **622** participants on the topics: form a team of two and make plans to exercise together, stay hydrated throughout the day, and carve out 22 minutes of alone time.

Directions: Pre-Retirement Planning Webinar Sessions

>> 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. Approximately **28** webinar sessions are offered annually. 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.

No sessions were offered in July and August. Staff used this time to plan the fall series. In September, the fall series was announced, and **2** DIRECTIONS: Pre-Retirement Planning webinar sessions (**8** webinars in total) were offered to approximately **130** employees.



NYS Network Child Care Centers >> oer.ny.gov/nys-network-child-care-centers

During July and August, the Centers offered care to families; however, some Centers served fewer families due to the lack of staff. More than a few Centers were forced to close classrooms several times each week as the lack of staff prevented the Centers from meeting the child-to-adult mandated ratios.

NYS/UUP JOINT LABOR-MANAGEMENT COMMITTEES

>> oer.ny.gov/nysuupjlmc

Individual Development Awards Program

Finalized the review of the Individual Development Awards Program applications, submitted by the **29** SUNY Campus Professional Development Committees, for funding projects or activities that will assist eligible employees to develop their full professional potential and to prepare for advancement.

Certification and Licensure Exam Fee Reimbursement Program

64 applications were received and processed for a total of **\$51,181**.

Retraining Fellowship Program

Three applications submitted by Pharmacy Technicians were processed and approved for reimbursement for a license registration fee that is required by the State Education Department, Office for Professionals for Pharmacy Technicians to perform certain tasks that are essential to their jobs. A total of **\$525** has been reimbursed for this quarter.

Empire Knowledge Bank Licenses

41 new licenses were issued.

Empire State College Virtual Workshops

Discussions continued with Empire State College regarding delivery of professional development

New York State/Graduate Student Employees Union

Labor-Management Programs funded July - September 2022

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

The SEVIS Fee Mitigation Program for eligible graduate assistants and teaching assistants at SUNY campuses provides reimbursement 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.

7 applications were approved for a total of **\$2,450**.

NYS/GSEU Professional Development Program

Finalized the review of Professional Development Program applications submitted by each of the Campus Professional Development Committees. 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.

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, 2016 - March 31, 2023

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