

GOVERNOR'S 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 is a pre-tax program that saves employees money on health care and dependent care expenses.

>> goer.ny.gov/fsa

Employees Enrolled in 2022 FSA Plan include:

HEALTH CARE SPENDING ACCOUNT: **14,910**

ADOPTION ADVANTAGE ACCOUNT: **3**

DEPENDENT CARE ADVANTAGE ACCOUNT: **7,886**

Health Care Spending Account (HCSA)

You will be able to use up to \$550 of monies remaining in your 2021 HCSA towards eligible expenses incurred during the 2022 calendar year as long as you had an account as of December 31, 2021.

Dependent Care Advantage Account (DCAA)

You will now be able to use the remaining balance in your 2021 DCAA towards eligible expenses incurred during the 2022 calendar year.



PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of December 31, **3,492** employees participated in NYS-Ride. With NYS-Ride, the State realizes a 12-month annualized savings of **\$43,319** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$581** per year.

>> goer.ny.gov/nys-ride

✔ Over-the-Counter (OTC) COVID-19 Test Coverage

FDA-authorized COVID-19 at-home, OTC diagnostic tests are now a covered benefit through your health insurance. Coverage includes up to eight at-home COVID-19 tests, per covered member, per month. A doctor's order or prescription is not needed to be reimbursed for OTC COVID-19 tests. All Empire Plan and HMO enrollees and dependents are eligible for this benefit. Check NYSHIP Online for more details including a list of FDA-authorized tests, and reimbursement forms. HMO enrollees should check with their insurer for further details.

✔ Find an Empire Plan Mental Health Provider

For help with mental health care or substance use treatment, the Clinical Referral Line can help you find a quality, in-network provider who is currently accepting patients. Call the Beacon Clinical Referral Line at 1-877-7-NYSHIP, press option 3 for the mental health/substance use program, you will receive another set of menu options and should then select 3 for enrollees, and then select the next menu option 3 to find a behavioral health provider through the Clinical Referral Line. This service is confidential and available to you 24 hours a day, every day of the year.



LiveHealth Online Update

As of November 30, 2021, there have been **10,604** registered Empire Plan users and a total of **9,686** virtual visits for medical and mental health care. These virtual visits through LiveHealth Online are available 24/7 with no copay.

STATEWIDE TRAINING HIGHLIGHTS

WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

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



MANDATED TRAINING

The 2021 Statewide Mandated Training Program has concluded.

In coordination with GOER's Anti-Discrimination Unit **6** in-person training sessions were held for the Executive Chamber on GOER Equal Employment Opportunity and Workplace Discrimination Prevention.

Training Directors Roundtable

The webinar providing the training community with updates and discussions on NYS training initiatives.

There were **60** training professionals in attendance.

Learning and Development Series

15 virtual classes were held during this quarter with **198** participants completing training.

Empire Star Public Service Award

GOER received and approved a total of 41 proposals from the first round of award recipients. To date a total of \$148,981 has been approved.

Labor-Management Educational Reimbursement Programs

PEF College Tuition Reimbursement Program

The following reimbursement was made from the previous contract period. One application was approved for a total expenditure of \$1,848.

M/C Tuition Reimbursement Program

Six applications were approved for a total expenditure of \$5,141.

M/C Certification and Licensure Exam Fee Reimbursement Program

Two applications were approved for a total expenditure of \$950.



Public Service Workshops Program

PSWP delivered a total of **62** workshops with **1,004** participants completing. All workshops and classes were offered in a virtual setting .

The Professional Development Committee met once this quarter.

NYS M/C Leadership Institute

39 state employees are participating in the fifth cohort.

Excelsior Service Fellowship Program

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

NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING

>> nyscseapartnership.org/

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

FALL 2021 SKILLS FOR SUCCESS

The Partnership's fall 2021 Skills for Success program ended in December. **28** webinars and online courses were scheduled from September through December 2021. A total of **388** employees applied for **1,054** seats.

2020-2022 APPLIED SKILLED TRADES PROGRAM

64 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). To date, employees have completed the Math Fundamentals, Technical Math, Blueprint Reading Fundamentals, Workplace Communications, and first trade-specific courses. During this quarter, employees completed their second trade-specific courses.

ADULT EDUCATION BASICS

28 employees completed the Adult Education Basics (AEB) Math Refresher 1 course. Participants in the class had a 4.3 average grade increase. Fourteen employees completed the AEB Effective Reading Skills 2 course. Participants in the class had a **1.4** average grade increase.



ONLINE LEARNING PROGRAM



Tuition Benefits

The 2021 Tuition Benefits Program for Executive Branch employees began on April 1 and ended on December 31. A total of 2,454 employees applied for 5,286 benefits. Of these, 2,677 benefits have been paid totaling \$2,438,848. For the 2016-2021 NYS-CSEA contract period, 46,071 benefits were issued to 11,393 employees. To date, 32,581 benefits have been paid totaling \$26,632,392.

In this past quarter, 290 employees participated in the following targeted tuition programs: RN/LPN (233), Information Technology (32), Welding (13), HVAC (11), and Legal Assistant Trainee (1).

Staff continues 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 review committee approved **60** grants totaling \$102,830. During the 2016-2021 NYS-CSEA contract period, **572** grants have been approved for **22** NYS agencies and **118** CSEA locals, totaling \$962,300.

Advisement Services

Advisors responded to **2,447** 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 NYS and CSEA Statewide Safety and Health (Article 15) Committee met in November to discuss topics of mutual concern around worker safety.

The NYS and CSEA Statewide Safety and Health Planning Committee met in October and November to discuss matters of mutual concern.

Forklift Operator Safety Awareness worksite training was delivered at Bedford Hills Correctional Facility in November.

A newly developed webinar *Home Ergonomics* will be delivered in March.

Field Staff Activities

Staff hosted information tables at **18** NYS agencies/facilities and CSEA events.

Field staff made **1,184** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services.



WORK-LIFE SERVICES

>> goer.ny.gov/work-life-services

Employee Assistance Program

>> goer.ny.gov/eap

EAP TRAINING

2 New Committee Member Orientations for agency employees serving on EAP committees and presented one EAP Overview for agency employees this quarter.

To date, **1,558** supervisors have enrolled in the *EAP Overview for Supervisors* training in SLMS.



EMPLOYEE ASSISTANCE PROGRAM

served **5,312** first contacts by employees and family members

Certified Employee Assistance Professionals Program (CEAP)

CEAP program is currently adapting to the new CEAP program instituted by the Employee Assistance Credentialing Commission (EACC) which oversees CEAP credentialing. The EACC has revamped its CEAP program, and EAP is working with staff to learn how to navigate through the system.

Employee Assistance Program: Wellness

>> goer.ny.gov/wellnys-everyday

- ✓ **5,695** subscribers to the WellNYS Daily To-Do. An increase of **2,160** subscribers for the last year.
- ✓ **84** WellNYS Ambassadors promote WellNYS Everyday to employees in their agencies.
- ✓ **WELLNYS EVERYDAY MONTHLY CHALLENGES**
719 employees and family members participate.

WELLNESS WEBINARS

18 wellness webinars were held for **665** participants on the topics of managing stress, creating a wellness vision, creating healthy habits, and using the Monthly Challenges to become your best self.

DIRECTIONS: Pre-Retirement Planning Seminars



Visit goer.ny.gov/pre-retirement-planning-information to access retirement planning resources including the online 11-Chapter *Self-Help Guide, the Retirement Checklist for NYS Employees*.

DIRECTIONS: PRE-RETIREMENT SEMINARS

October through December there were **7** webinar sessions (**28** in total) offered to approximately **965** employees.



NYS Network Child Care Centers

>> goer.ny.gov/nys-network-child-care-centers

Health and Safety and Professional Development Grants

28 health and safety grants awarded to the centers for a total of \$240,977 and **16** professional development grants totaling **\$39,609**.

- ✓ Work-Life Services' Annual Survey of NYS Network Child Care Centers.
A summary of responses from 29 centers:
 - **27** centers must comply with the NYS Office of Children and Family Services state regulations, and two centers located in NYC are licensed by the NYS Department of Health.
 - **9** of the **29** centers are accredited by the National Association for the Education of Young Children.
 - **15** centers are enrolled in QUALITYstarsNY.
 - UPK/EPK is being offered at **14** network centers, serving **322** children.
 - As of October 2021, the NYS Network Child Care Centers were serving **2,224** children including **995** children of State employees.
 - **146** children are children of SUNY students.
 - All centers serve children with special needs who may be receiving physical, occupational, or speech therapy.
 - The County Departments of Social Services subsidized tuition for **120** children.
 - Collectively, the centers employ **686** staff.

NYS/UUP JOINT LABOR-MANAGEMENT COMMITTEES

>> goer.ny.gov/nysuupjlmc

Certification and Licensure Exam Fee Reimbursement (CLEFR) Program

107 applications were received and processed for a total of **\$87,001.73**

Retraining Fellowship Program

22 applications were submitted by Pharmacy Technicians from Upstate Medical Center for reimbursement of a license registration fee of **\$175**, which is required by the NYS Education Department, Office for Professionals for Pharmacy Technicians to perform certain tasks that are essential to their jobs. A total of **\$3,850** was reimbursed for this quarter.

Empire Knowledge Bank Licenses

14 new and reactivated licenses were issued.



Empire State College Virtual Workshops

Plans were finalized to commence professional development workshops in January 2022 in a virtual setting. The workshops that will be offered are:

- Communicating Effectively in the Globalized Workplace
- Diversity: Learning how to Leverage “Difference” at Work
- Leadership: Developing the Leader Within
- Workplace Civility: Creating and Maintaining a Positive, Respectful Work Environment

NYS/GSEU LABOR-MANAGEMENT COMMITTEE

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

The SEVIS Fee Mitigation Program was finalized and launched in December 2021. The Program will provide reimbursement for the SEVIS fee 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.

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