GOVERNOR’S OFFICE OF EMPLOYEE RELATIONS MISSION
To advance the performance of state government through collaborative labor relations, workforce training, education, and benefits.

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

<table>
<thead>
<tr>
<th>HEALTH CARE SPENDING ACCOUNT</th>
<th>ADOPTION ADVANTAGE ACCOUNT</th>
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<tbody>
<tr>
<td><strong>14,276</strong> State employees enrolled</td>
<td><strong>2</strong> State employees enrolled</td>
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</table>

DEPENDENT CARE ADVANTAGE ACCOUNT

**7,045** State employees enrolled

HEALTH INSURANCE UPDATES AND HIGHLIGHTS

Health Care Spending Account
Save money on your health care expenses by enrolling in the Health Care Spending Account. Through payroll deductions, you can set aside pre-tax dollars to pay for qualified medical expenses that are not covered by your health insurance plan. This includes copays, unreimbursed dental and orthodontic charges, and medical supplies from the pharmacy. A debit card can be used to conveniently pay directly for most charges. Enroll from November 2 through 29 for Plan Year 2022.

Empire Plan - Diabetic Supplies
Beginning January 1, 2022, Empire Plan enrollees can obtain certain diabetic supplies at a network pharmacy with no copay. These include insulin syringes, insulin needles, insulin pen needles, alcohol swabs, and gauze. These supplies will continue to be available at no cost through the Home Care Advocacy Program.

PRE-TAX TRANSPORTATION BENEFIT

NYS-RIDE
As of September 30, there were 3,248 employees participating in NYS-Ride, the State realizes a 12-month annualized savings of $35,536 (the net of FICA savings minus lost tax revenue), and State employees save an average of $513 per year. Participation has increased slightly over the last quarter.

>> goer.ny.gov/nys-ride

HEALTH BENEFITS

Empire Plan enrollees and their dependents can access a doctor anytime 24/7/365 through LiveHealth Online. Download the app and register with your Empire Plan ID# and Group #30500. LiveHealth Online is available for medical or mental health visits at no cost to you.

LiveHealth Online Utilization
Over a 18-month period, 7,271 Empire Plan members registered, and 8,258 on-line medical visits were held.
MANDATED TRAINING

Language Access for Frontline Staff was re-released to Executive Branch employees. It was updated to reflect policy changes.

Equal Employment Opportunity: Rights and Responsibilities was released to Executive Branch Agencies and Authorities to be completed by December 31.

Training Directors Roundtable

Hosted 2 webinars providing the training community with updates and discussions on NYS training initiatives with 65 NYS training professionals in attendance.

Learning and Development Series

10 virtual classes were held during this quarter with 141 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 with an expenditure of $2,400 this quarter.

Labor-Management Educational Reimbursement Programs

The following reimbursements were made from the previous contract period.

PEF College Tuition Reimbursement Program

3 applications were approved for a total expenditure of $3,880.

PEF Workshop and Seminar Reimbursement Program: 2 applications were approved for a total expenditure of $1,150.

M/C Reimbursement Program

M/C Tuition Reimbursement Program: Four applications were approved for a total expenditure of $4,701.

NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING

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

2021 SUMMER WEBINAR SERIES

Series concluded during August with 264 employees attending 19 webinars.

FALL 2021 SKILLS FOR SUCCESS

The program is underway with 28 webinars and online courses scheduled from September through December 2021. To date, 304 employees have applied for 947 seats.

2020-2022 APPLIED SKILLED TRADES PROGRAM

74 employees are participating in: 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 Math Fundamentals, Technical Math, Blueprint Reading Fundamentals, Workplace Communications, and first trade-specific courses.

ADULT EDUCATION BASICS

25 employees are enrolled in the Math Refresher 1 course. Beginning in October, the course will run for six consecutive weeks, with virtual lessons twice per week. The Partnership is also in the process of enrolling employees in the AEB Effective Reading Skills 2 course, which will begin in November.

Data refers to July - September 2021 unless otherwise noted.
NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING continued . . .

ONLINE LEARNING PROGRAM

- Problem-Solving Techniques Certificate Program - 256 employees participating
- Customer Service Certificate Program - 345 employees participating
- The Organized Office Worker Certificate Program - 347 employees participating
- Successful Business Writing Certificate Program - 328 employees participating
- Microsoft Word 2016 Basics Certificate Program - 373 employees participating
- The Partnership Online Learning Program - 831 employees
- 41 agencies participating

Tuition Benefits
The 2021 Tuition Benefits Program for Executive Branch employees began on April 1. To date, 2,136 employees have applied for 4,550 benefits. 1,220 benefits have been paid totaling $1,095,342. Since the start of the 2016-2021 NYS-CSEA contract, 45,333 benefits have been issued to 11,226 employees. 31,044 benefits have been paid totaling $25,267,152.

244 employees are participating in the following targeted tuition programs: RN/LPN (190), Information Technology (30), Welding (13), HVAC (10), 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
During the quarter, the review committee approved 43 grants totaling $78,528. During the current NYS-CSEA contract period, 512 grants have been approved for 22 NYS agencies and 118 CSEA locals, totaling $859,469.

Advisement Services
Advisors responded to 3,432 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 during August and September to discuss topics of mutual concern around worker safety.

High Voltage Electrical Safety (ARC Flash) Training 22 employees attended and the training was funded by the Partnership’s Safety and Health Grants program.

Forklift Operator Safety Awareness Worksite Training Training was delivered at SUNY Cortland; Shawangunk Correctional Facility; and Gouverneur Correctional Facility.

Field Staff Activities
During this quarter, staff hosted information tables at 15 NYS agencies/facilities and CSEA events.

Field staff made 1,229 phone, text, and email contacts with NYS managers and CSEA leaders statewide to update them on Partnership programs and services.

Data refers to July - September 2021 unless otherwise noted.
EAP MARKETING
Soe EAP reaches NYS employees:
• *EAP Connection*, a digital newsletter
• Website: goer.ny.gov/eap
• *EAP Training for Supervisors* located on SLMS and YouTube
• Live webinars on a variety of wellness topics

EMPLOYEE ASSISTANCE PROGRAM
served 4,334 first contacts by employees and family members

EAP coordinators responded to 25 critical incidents.

Employee Assistance Program: Wellness

4,581 subscribers to the WellNYS Daily To-Do.
An increase of 552 employees over last quarter.

81 WellNYS Ambassadors promote WellNYS Everyday to employees in their agencies.

WELLNYS EVERYDAY MONTHLY CHALLENGES
671 employees participate.

WELLNESS WEBINARS
18 wellness webinars were held for 665 participants on the topics of moving more during the workday, managing stress, exploring hobbies to reduce stress, creating healthy habits, and promoting healthy eating.

DIRECTIONS: Pre-Retirement Planning Seminars

DIRECTIONS: PRE-RETIREMENT SEMINARS
Fall sessions began in mid-September. There were 8 webinars held serving 310 employees.

LEARN MORE ABOUT THE DIRECTIONS: PRE-RETIREMENT WEBINARS
Pre-Retirement Seminars are generally held throughout NYS for Executive Branch employees who are at least 50 years old and eligible to retire within five years. As a result of the pandemic, the seminars are being conducted through Webex.

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.

NYS Network Child Care Centers
The NYS Network Child Care Centers continued their efforts to build enrollment back to pre-pandemic levels while struggling to find qualified staff who were available to work.

Work-Life Services staff assisted the centers in understanding the latest updates from the NYS Department of Health and the NYS Office of Children and Family Services on quarantining, vaccinations, and the mask mandate for children older than two years.

Health and Safety and Professional Development Grants
Work-Life Services staff distributed the 2021-2022 guidelines and applications to the child care centers’ directors and board chairs. The amount of the grant award will be based on the percentage of State employee families enrolled at the center.

Data refers to July - September 2021 unless otherwise noted.
The NYS/UUP JLMC funded the following programs during this quarter:

Dr. Nuala McGann Drescher Leave Program
On September 17, the NYS/UUP JLMC staff met with the Diversity, Inclusion and Equity Committee, to review applications for the Dr. Nuala McGann Drescher Leave Program. The applications were approved by the applicant’s campus and provided funding to support the applicants. Of the 19 applications that were submitted, 15 were approved for funding by the Committee, for a total of $78,040.

Retraining Fellowship Program
39 applications were submitted by Pharmacy Technicians from Upstate Medical Center for reimbursement of a license registration fee of $175, which 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 $6,650 has been reimbursed for this quarter. The Retraining Fellowship Program provides funds to support training or retraining that is needed or required for employees’ continued employment.

Certification and Licensure Exam Fee Reimbursement (CLEFR) Program
69 applications were received and processed for a total of $47,933.05.

Empire Knowledge Bank (EKB) licenses
39 new and reactivated licenses were issued.

Data refers to July - September 2021 unless otherwise noted.
### UNION AND BARGAINING UNIT CONTRACT NEGOTIATION STATUS

<table>
<thead>
<tr>
<th>Union/Unit</th>
<th>Contract Details</th>
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| CSEA: Administrative, Operational, Institutional and Division of Military and Naval Affairs Units | Contract: April 2, 2016 - April 1, 2021  
Negotiations about to begin |
| 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, 2016 - April 1, 2021  
Negotiations about to begin |
| NYSCOPBA: Security Services Unit | Contract: April 1, 2016 - March 31, 2023 |
Pending interest arbitration |
| PBANYS: Agency Police Services Unit | Contract: April 1, 2015 - March 31, 2019  
Negotiations underway |
| 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 |

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