

# QUARTERLY UPDATE

Q3 | July - September 2025



## OFFICE OF EMPLOYEE RELATIONS MISSION

To advance the performance of state government through collaborative labor relations, workforce training, education, and benefits.

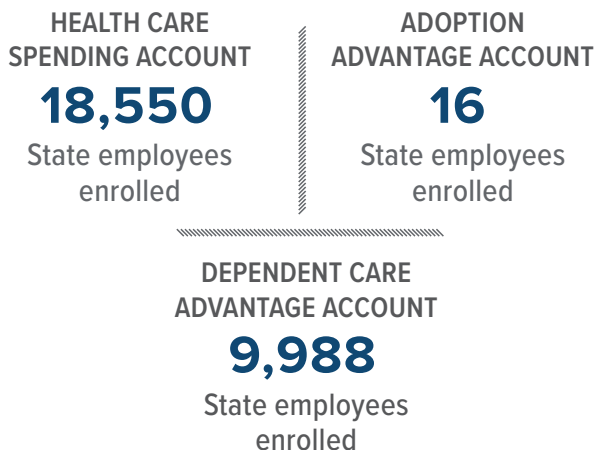
## NYS HEALTH INSURANCE PLAN/EMPLOYEE BENEFITS MANAGEMENT UNIT

### PRE-TAX PROGRAMS

Flex Spending Account (FSA): Health Care Spending Account (HCSA), Dependent Care Advantage Account (DCAA), and Adoption Advantage Account

The Flex Spending Account (FSA) Program is a pre-tax program that saves employees money on health care and dependent care expenses.

Enrollments for the 2025 FSA as of September 30:



### PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of September 30, **5,071** employees participated in NYS-Ride transit. With NYS-Ride, the State realized a 12-month annualized savings of **\$73,732** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$609** per year.

Parking has  
**608** employees enrolled.

### Highlights

#### The Empire Plan - LiveHealth Online

There has been higher utilization each month in 2025 than there was in the corresponding months of previous years.

- **2,980** new registrants year-to-date.

#### The Empire Plan - Site of Care Redirection Program

**143** members have been successfully redirected to alternate outpatient settings for their drug infusions.

#### The Empire Plan - Prescription Drug Program

Effective January 1, 2026, the Empire Plan's Medicare Part D program will follow the Maximum Fair Price determinations of the Medicare Drug Price Negotiation Program under the Inflation Reduction Act.

GLP1 utilization and the cost for weight loss drugs (Wegovy, Zepbound) are expected to remain high with expanded indications, now including treatment for sleep apnea.

#### The Empire Plan - Mental Health and Substance Use Program

So far in 2025, Carelon reports **115** Empire Plan members have received treatment for an eating disorder through Equip, Carelon's virtual eating disorder program.

#### Dental Program

90.2% utilization of participating providers, increase from 89.2% in the last quarter.

## STATEWIDE TRAINING HIGHLIGHTS

### WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

#### Public Service Workshop Programs (PSWP)

PSWP delivered **51** workshops to **908** participants completing training. In addition, **3** Leadership Development Program deliveries began.

#### Statewide Training Initiatives Training Directors' Roundtable

**2** webinars were held, providing the training community with professional development.

Statewide Learning Management System (SLMS) Query training was held with **16** participants.

*Instructional Design Certificate Program* was conducted in July with **25** participants from **13** different agencies attending.

#### Professional Development Committee (PDC)

The PDC met twice.

#### PEF Grant Programs

The Workforce Initiatives Grants were awarded for **5** programs to the NYS Department of Transportation, Office for People with Developmental Disabilities, and the NYS Office of the State Comptroller.

#### Leadership Development Programs

##### Excelsior Service Fellowship Program

**52** Fellows from Cohort 11 attended the final one professional development program in August.

**70** new Fellows from Cohort 12, started their two-year program at Orientation in September.

#### PEF Leadership Development Program (LDP) for PEF-represented Employees

**3** LDPs began this quarter. **237** applications were received from **31** agencies.

#### New York State Leadership Institute for M/C Employees

**112** applications were received from **32** agencies with **45** participants selected.

#### Meeting Facilitated

Facilitated meeting for an agency with **125** senior leaders on the topic of *The Power of We: Collaborating Through Transition*.

New York State/New York State Correction Officers & Police Benevolent Association (NYS/NYSCOPBA) Joint Labor-Management Committee Reimbursement Program

NYSCOPBA Education and Training Program (ETP): There were no applications paid during this quarter.

New York State/Police Benevolent Association of New York State (NYS/PBANYS) Joint Labor-Management Committee Reimbursement Program

PBANYS Education and Training Program (ETP): There were no applications paid during this quarter.

State-PEF Professional Development Committee (PDC) Public Employees Federation (PEF) Reimbursement Programs

PEF College Tuition Reimbursement (CTR) Program: 866 applications from 439 applicants were approved for a total expenditure of \$1,170,728. Of these applications, 88 were reimbursed under the Nurses' Enhanced CTR Program at an amount of \$142,022.

PEF Workshop and Seminar Reimbursement (WSR) Program: 501 applications from 402 applicants were approved for a total expenditure of \$135,148. Of these applications, two were reimbursed under the Nurses' Enhanced WSR Program at an amount of \$273.

PEF Certification and Licensure Exam Fee Reimbursement (CLEFR) Program: 127 applications from 125 applicants were approved for a total expenditure of \$48,485.

PEF Certification and License Renewal Fee Reimbursement (CLRFR) Pilot Program: 289 applications from 289 applicants were approved for a total expenditure of \$58,813.

Management/Confidential (M/C) Reimbursement Program

M/C Tuition Reimbursement Program: 108 applications from 72 applicants were approved for a total expenditure of \$103,111.

M/C Certification and Licensure Exam Fee Reimbursement (CLEFR) Program: 6 applications from 6 applicants were approved for a total expenditure of \$2,375.

## NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING (Partnership)

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

The 2025 Skills for Success Summer Online Series ended in August. More than **10** live instructor-led webinars were held in July and August, totaling **374** participants.

**2** six-month Online Learning Certificate Programs ended in September, *Microsoft Collaboration Tools*, and *Critical Thinking and Problem-Solving*.

**2** six-month Online Learning Certificate Programs were launched in September, *Building Conflict Resolution Skills*, and *Microsoft Excel 365 Basics*.

The *Fall 2025 Skills for Success* program is underway. More than **70** live instructor-led classes are being offered both in-person and online from August through December. To date, **828** unique members have applied for a total of **1,960** seats in one or more classes.

### Adult Education Basics

*Focus on Pronunciation: Level 1* in CSEA Capital Region 4 began this month with a total of **15** learners.

### Applied Skilled Trades Program

Planning for the 2026–2028 Applied Skilled Trades Program is underway in the following regions: Long Island/Metropolitan Region - Electrician, Long Island/Metropolitan Region - Carpenter, Capital Region - Plumber and Steamfitter, Capital Region - Plumber and Steamfitter, Capital Region - Electrician, Capital Region - Carpenter, Central Region - Electrician, and Central Region - Carpenter.

### Labor-Management Services

Labor-Management Services staff presented a customized *Labor-Management Committee Process Training* to St. Lawrence Psychiatric Facility in August.



#### ONLINE LEARNING

Approximately **1,644** employees from **160** agencies and facilities are participating in the Partnership's Online Learning program for 2025.

#### ONE-YEAR CERTIFICATE PROGRAMS

**337** are participating in the *Microsoft Word Basics Online Learning Certificate Program*.

**307** employees are participating in the *Customer Service Online Learning Certificate Program*.

**351** employees are participating in the *Successful Business Writing Online Learning Certificate Program*.

**330** employees are participating in *The Organized Office Worker Online Learning Certificate Program*.

#### SIX-MONTH CERTIFICATE PROGRAMS




**172** employees are participating in the *Microsoft Excel Basics Online Learning Certificate Program*.

**147** employees are participating in the *Building Conflict Resolution Skills Online Learning Certificate Program*.

**114** employees completed the *Microsoft Collaboration Tools Online Learning Certificate Program*.

**145** employees completed the *Critical Thinking and Problem-Solving Online Learning Certificate Program*.

### Tuition Benefits

-  **2,569** employees have applied for **5,936** benefits for the 2025 - 2026 Tuition Benefits Program, which began on April 1, 2025. So far, **2,467** benefits have been paid, totaling \$3,481,774.
-  **303** employees are participating in the following targeted tuition programs: Commercial Driver's License (78), HVAC (20), RN/LPN (198), and Welding (7).
-  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

- 41** grants were approved this quarter. Grant totals for the NYS and CSEA contract period spanning from 2021-2026 are provided below:
- 341** Quality of Work Life Grants have been approved for **19** NYS agencies and **83** CSEA locals, totaling \$648,684.
  - 6** Safety and Health Grants have been approved for \$150,800.
  - 2** Labor-Management Workforce Development Grants have been approved for \$2,272.



### SAFETY AND HEALTH

The NYS & CSEA Safety and Health Planning Committee met in July to discuss areas of mutual concern.

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### ADVISEMENT SERVICES

Advisors responded to **5,052** 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 Associate Activities

Staff hosted information tables at **51** NYS agencies/facilities and CSEA events.

Field associates made **2,011** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services.

They held **150** meetings with CSEA leaders and NYS managers across the State to provide an overview of Partnership programs and services.



## WORK-LIFE SERVICES

### NYS Network Child Care Centers

The Network Child Care Centers are eligible to participate in the 2024–2025 Health and Safety and Professional Development Grants. During this quarter, staff reviewed grant reimbursement applications and documentation submitted by centers approved for reimbursement. Of the **29** centers in the Network, **23** applied for grants totaling approximately **\$289,000**. Approximately, **\$275,000** has been approved for reimbursement. Additionally, staff conducted grant audit site visits and provided technical assistance as needed.

### Directions: Pre-Retirement Planning Webinar Sessions

Webinars are offered monthly to executive branch employees aged 50 and older who are eligible to retire within five years. During this quarter, webinars were held on July, August, and September. Each session included four 90-minute webinars covering the Deferred Compensation Plan (DCP), NYS Pension Program, Social Security, and NYS Health Insurance Plan (NYSHIP). **105** liaisons at NYS agencies assist with promoting the webinars to employees.



### Webinar Attendance:

July: **418** employees  
August: **462** employees  
September: **560** employees

## Employee Assistance Program (EAP)

### Utilization

There were **5,695** first contacts from employees and family members. Additionally, the EAP main office received **130** calls and **49** website requests for assistance.

The most frequently reported issues involved workplace/job performance, mental health, stress, health/wellness, and housing/transportation.

### EAP Critical Incident Response

EAP coordinators responded to, and assisted with, **20** critical incidents.

### Certified Employee Assistance Professionals (CEAP)

The CEAP certification is a nationally recognized professional credential in the employee assistance field. There are **20** coordinators and **13** staff that have earned the CEAP credential.

### EAP Grants

The NYS EAP 2025–2026 grant cycle began July 1 and ends December 31, 2025. **33** applications were approved in the promotional grant cycle, totaling approximately **\$54,945**.

### Wellness

There were **2** statewide wellness webinars related to WellNYS Daily To-Do topics with a total of **493** participants. Topics were *20 Different Fruits and Vegetables in a Week: Try It!*, and *Mindfulness Strategies for Mental Health and Well-Being*.

There are **101** WellNYS Everyday ambassadors from **23** different agencies who promote the programs to employees and participate in monthly virtual meetings.

As of this quarter, there are **3,598** subscribers to the WellNYS Daily To-Do and It's Move Time emails.

Well-Being Journal Pilot Program: A pilot program was held from August 1 to September 30. The pilot involved utilizing a Well-Being Journal. A total of **230** State employees participated in the pilot. **160** participants completed the mid-point survey.

## WORK-LIFE SERVICES continued . . .

### Outreach

EAP reached **23,050** employees through in-person events including meet-and-greets, union activities, wellness events, and benefit fairs.

### Employee Assistance Program Coordinator Training

Professional development continued throughout the second quarter of 2025 by addressing topics including the aging process and elder care resource planning, addressing trauma, gender issues, mental health, and stigma in the workplace. Sessions focused on familiarizing attendees with available resources and their optimal utilization. There were **535** sessions with **5,070** participants.

#### Training included:

- *Gender-Based Violence and the Workplace*
- *Aging Process and Eldercare Resource Planning*
- *Regional Resources/Case Studies*
- *Regional Rep Committee/Supervisor Orientations*
- *New Coordinator Institute (NCI) and Program Manual Overview*
- *NYS EAP Networking and Resource Development*
- *Best Practices for EAP Coordinators*
- *Interviewing and Assessment Skills*
- *NYS EAP Statistical Report*
- *Critical Incident Response*
- *Panel of EAP Coordinators: Shared Experiences*
- *Finding Work Life Balance*
- *NYS EAP Training Policy*
- *Intro to Worksite Wellness & WellNYS Everyday for New Coordinators*
- *Employee, Management, Union Orientations and Supervisor Training*

### Foundational Training

This quarter, a total of **20** foundational training classes were held. **10** were held in-person and **10** held virtually.

Training is being delivered according to the detailed schedule in the current foundational training catalog. Three additional virtual foundational training sessions are scheduled for July 2025.

### Regional Resource Training

Training began in April and will continue through August 2025. Training sessions on Regional Resources/Case Studies and Regional Rep Committee/Supervisor/Employee Orientations have been delivered to EAP coordinators, committee members and agency staff. To date, **11** in-person training classes have been delivered.

### Employee Assistance Program Coordinator Foundational Training

A total of **7** foundational training classes were delivered this quarter.

### Regional Resource Training

EAP Regional Representatives conducted **15** training sessions on regional resources/case studies and regional representative committee/supervisor orientation to EAP coordinators, committee members and agency staff.

### New Coordinator Institute (NCI)

The NCI was held in September at the Department of Corrections and Community Supervision on the Harriman State campus in Albany, NY. **28** new coordinators attended the NCI.

### Multi-Agency Programs

Capital Area Multi-agency (CAMA) coordinators continue to provide both in-person and virtual support to CAMA agencies. The Gaming Commission officially joined CAMA in September, bringing the total number of CAMA agencies to **18**.

Binghamton's Multi-agency committee is working on its EAP grant application and planning to attend union-sponsored benefit fairs.

Utica Multi-agency EAP coordinator continues to have regular client contacts and delivered suicide awareness training to EAP coordinators in the region.

Syracuse Multi-agency hosted a meet-and-greet and an American Red Cross blood drive. Their EAP grant for promotional items has been approved.

Watertown Multi-agency is recruiting for a coordinator.

Buffalo Multi-agency coordinator has sent introductory emails, conducted initial meetings with agency contacts, and hosted meet-and-greets with staff.

Rochester Multi-agency committee continues to meet regularly, with the coordinator maintaining consistent client contacts. The committee is applying for a promotional grant and continues working to involve agency representatives in promotional efforts.

During this quarter, NYS/UUP JLMC staff continued with the implementation and administration of labor-management funded programs and activities for UUP-represented employees as follows:

**Dr. Nuala McGann Drescher Leave Program**

Established under the statewide Diversity, Equity, and Inclusion (DEI) Committee, the Dr. Nuala McGann Drescher Leave Program seeks to promote diversity, inclusion, and equal opportunity in SUNY’s workforce. The Program enhances employment opportunities for employees who are preparing for continuing appointment (academic employees) or permanent appointment (professional employees) by providing salary for a replacement while the employee is on leave. The Committee met in July to discuss promotion and communications strategy for the program. The DEI Chairs and NYS/UUP JLMC staff presented to the SUNY Chief Diversity Officers in August.

- **21** applications were received by the October 1, 2025 deadline.
- The DEI Committee will review and approve applications in October.

**Individual Development Award (IDA) Program**

The IDA Program, which is established under the statewide Professional Development Committee, is designed to support a variety of professional development projects or activities for eligible full-time and part-time academic and professional employees that will assist them to develop their full professional potential and to prepare for advancement including those related to an employee’s research and publication of manuscripts that are not provided by the employee’s campus, department, program, or through other funding sources.

During this quarter, IDA applications which were submitted by the Campus Professional Development Committees were reviewed and approved by NYS/UUP JLMC staff:

- **4,410** applications were reviewed during the 2024-2025 cycle ending July 1, 2025 and all campuses have been notified of the awards.
- **\$4,515,607** was awarded during the 2024-2025 cycle ending July 1, 2025.

**Certification, Licensure Exam Fee Reimbursement Program (CLEFR)**

Applications were reviewed and approved to reimburse employees for exams that are job or career related to improve skills and gain the knowledge necessary for promotional opportunities and career mobility within SUNY.

- **114** applications were received.
- **108** applications were reimbursed, totaling **\$89,715**.

**Certification and Licensure Reimbursement Program-Renewals (CLRP-Renewals)**

The Certification and Licensure Reimbursement Program-Renewals (CLRP-Renewals) reimburses the fees for certification, licensure, or designation renewals that are required for the employee’s position. The fee renewal is based on the requirements in the classification standard for the applicant’s current title, or as included in the job description or job announcement for a specific position.

- **114** applications were received.
- **111** applications were reimbursed, totaling **\$16,941**.

**Empire KnowledgeBank (EKB)**

Applications were processed for licenses that provide employees access to a variety of eLearning products to enhance their professional and career development, for certification preparation, and continuing education in a variety of areas.

- **16** Empire KnowledgeBank (EKB) eLearning licenses were activated during this quarter.

**Ongoing projects include:**

- Meeting with statewide labor-management committees to discuss and review programs and revise guidelines as needed.
- The NYS/UUP JLMC Executive Committee met in September and discussed needed adjustments to guidelines and applications, goals to promote the programs more widely, and anticipated changes to committee composition.
- The Executive Committee agreed to hold meetings with all statewide committees to reflect on successes and challenges and explore opportunities for expanding and adapting programs.

- The program guidelines were reviewed and revised by staff and are under review by the committee members.
- NYS/UUP JLMC staff continue to focus on strategies to promote labor-management programs to campus staff and employees.
  - A monthly joint marketing sub-committee meeting was established to facilitate continuous progress, discussions on communication strategies, and the development of relevant materials. This sub-committee met three times during this quarter.
  - The Diversity, Equity, and Inclusion sub-committee met twice to discuss and develop strategies and promotional materials to increase the visibility and participation in the Dr. Nuala McGann Drescher Leave Program.
  - Draft promotional materials were developed for all of the NYS/UUP JLMC programs.
  - NYS/UUP JLMC staff is reviewing the NYS/UUP JLMC website and updating the information as needed.