

Office of Employee Relations
and Labor-Management Committees

QUARTERLY UPDATE

Q4 | October - December 2025



Office of
Employee Relations

OFFICE OF EMPLOYEE RELATIONS MISSION

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

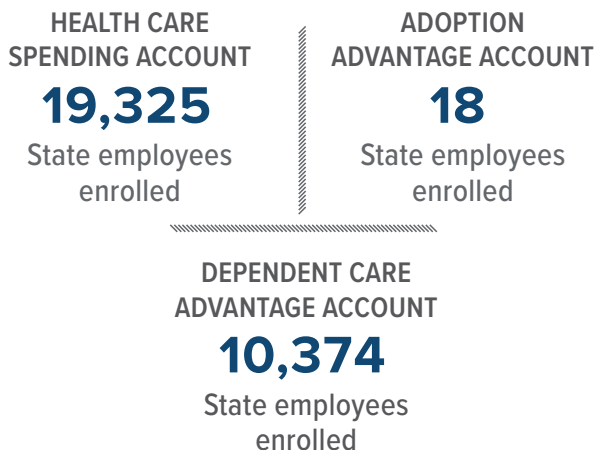
NYS HEALTH INSURANCE PLAN/EMPLOYEE BENEFITS MANAGEMENT UNIT

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 December 31:



PRE-TAX TRANSPORTATION BENEFIT NYS-RIDE

As of December 31, **4,685** employees participated in NYS-Ride transit. With NYS-Ride, the State realized a 12-month annualized savings of **\$74,061** (the net of FICA savings minus lost tax revenue), and employees saved an average of **\$654** per year.

Parking has
625 employees enrolled.

Highlights

The Empire Plan - LiveHealth Online

From January 1 to October 31, 2025 there were **3,447** registrations and **9,494** visits.

The Empire Plan - Medical/Surgical Program

A study is being developed by the medical program administrator to assess the impact of benefit design changes effective July 1, 2023 on member experience and plan cost. It will focus on out of network utilization, provider network composition, and the cost of care.

The Empire Plan - Prescription Drug Program

The highest driver of cost to the prescription drug program is the increase in GLP-1 utilization, which has a recently added indication for sleep apnea.

Dental Program

Ongoing efforts remain focused on addressing member concerns, improving access and communication, and leveraging cross-organizational partnerships to enhance the overall member experience.

A mobile dentistry clinic is planned for early 2026 in Cattaraugus County.

STATEWIDE TRAINING HIGHLIGHTS

WORKFORCE AND ORGANIZATIONAL DEVELOPMENT

Public Service Workshop Programs (PSWP)

PSWP delivered **62** workshops to **1,033** participants completing training. This represents **482.5** contact hours held during **82.5** training days.

Statewide Training Initiatives

Training Directors' Roundtable

A Training Directors' Roundtable webinar was held in November, providing the training community with professional development, updates, and discussions on Statewide training initiatives.

Instructional Design Certificate Program

WODU announced that another Instructional Design Certificate Program will take place in March. This in-person training, is conducted by the Association for Talent Development and sponsored by OER and PSWP with **25** seats.

Train-the-Trainers for NYS Agency Trainers

The next series of Train-the-Trainers was announced for NYS agency trainers, to provide certification opportunities for agency trainers to learn OER curriculum and to be able to train NYS employees. **5** Train-the-Trainers sessions were held in November and December on three recently developed courses. This provides certification opportunities to agency trainers to learn OER curriculum and to be able to train NYS employees. **43** trainers were certified to train *Delegating Effectively* over **3** deliveries this quarter. Trainers were certified to train *Gauging Your Supervisory Skills* in November, and **22** trainers were certified to train *The Organized Office Worker* in November.

Professional Development Committee

The Committee, which is on a six-week meeting schedule, met in October and December.

Mandatory Training Courses

WODU delivered the *Equal Employment Opportunity Workplace Discrimination Prevention* course in November and December, with **181** participant completions for several agencies including Public Employment Relations Board, NYS Interest on Lawyer

Account Fund, Roosevelt Island Operating Corporation, NYS Gaming Commission, and the NYS Board of Elections.

Leadership Development Programs

Excelsior Service Fellowship Program

Cohort 11 began the Year-2 professional development with trainings in November with **43** attendees and December with **38** attendees.

70 Fellows from Cohort 12, started their two-year program at Orientation in September. They will continue the bi-monthly programs through June 2026. **69** Fellows in Cohort 12 were in attendance for their initial Year-1 professional development in November.

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

3 LDPs began in August and September (one classroom and two virtual sessions) with **40** leaders graduating from the classroom session in December, and the virtual sessions scheduled to graduate in January and February.

New York Leadership Institute (NYSLI) for M/C Employees

112 applications were received from **32** agencies with **45** attendees selected. The initial two-day Orientation Session were conducted in October.

November and December NYSLI sessions were conducted with all **45** participants. The program will run through March 2026.

REIMBURSEMENTS

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): 51 applications from 20 applicants were approved for a total expenditure of \$53,641.

NYSCOPBA Quality of Work-Life Program (QWL): 10 applications approved for a total amount of \$36,116 during the 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): 11 applications from 6 applicants were approved for a total expenditure of \$14,511.

PBANYS Quality of Work-Life Program (QWL): There were no grants paid during this quarter.

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

PEF College Tuition Reimbursement (CTR) Program: 533 applications from 292 applicants were approved for a total expenditure of \$836,346. Of these applications, 38 were reimbursed under the Nurses' Enhanced CTR Program at an amount of \$55,225.

PEF Workshop and Seminar Reimbursement (WSR) Program: 138 applications from 126 applicants were approved for a total expenditure of \$40,209.

PEF Certification and Licensure Exam Fee Reimbursement (CLEFR) Program: 39 applications from 39 applicants were approved for a total expenditure of \$13,317.

PEF Certification and License Renewal Fee Reimbursement (CLRFR) Pilot Program: 24 applications from 24 applicants were approved for a total expenditure of \$4,180.

Management/Confidential (M/C) Reimbursement Program

M/C Tuition Reimbursement Program: 35 applications from 25 applicants were approved for a total expenditure of \$42,777.

M/C Certification and Licensure Exam Fee Reimbursement (CLEFR) Program: 2 applications from two applicants were approved for a total expenditure of \$685.

NYS & CSEA PARTNERSHIP FOR EDUCATION AND TRAINING (Partnership)

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

The *2025 Skills for Success* Fall Semester ended in December. More than **70** live instructor-led courses were offered both in-person and online. To date, **1,000** unique members applied for a total of **1,615** seats in one or more class.

Adult Education Basics

Focus on Pronunciation: Level 1 in CSEA Capital Region 4 ended in October with **15** learners.

English for Speakers of Other Languages 2 in CSEA Capital Region 4 ended in December with **13** 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 (LMS) Staff conducted a pre-training needs assessment for the SUNY Brockport management team in October.

LMS Staff attended the DOT Region 1 Safety & Health meeting in October. Staff provided an overview of Labor-Management Committees (LMC) and the benefits of LMC training.

LMS Staff conducted pre-training needs assessment for the Western NY Children’s Psychiatric Center’s management team in October.

LMS Staff presented a customized Labor-Management Committee Process Training to the SUNY Brockport Labor-Management Committee in November.

LMS Staff conducted two, separate Virtual Needs Assessments with Buffalo Psychiatric Center. The labor team and the management team met in November.

LMS Staff conducted a pre-training needs assessment for the Waterford Department of Transportation Labor-Management Committee in December.



ONLINE LEARNING

Approximately **1,148** employees from **154** agencies and facilities are participating in the Partnership’s Online Learning program for 2025.

ONE-YEAR CERTIFICATE PROGRAMS

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

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

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

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

SIX-MONTH CERTIFICATE PROGRAMS

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

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

Tuition Benefits

-  **3,031** employees have applied for **7,438** benefits for the 2025 - 2026 Tuition Benefits Program, which began on April 1, 2025. So far, **3,892** benefits have been paid, totaling **\$5,118,246**.
-  **389** employees are participating in the following targeted tuition programs: Commercial Driver's License (97), HVAC (22), RN/LPN (261), and Welding (9).
-  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



43 grants were approved this quarter. Grant totals for the NYS and CSEA contract period spanning from 2021-2026 are provided below:

- **383** 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 October to discuss workplace safety topics and plan for the statewide meeting.

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

The NYS & CSEA Tree Summit met in October to discuss training needs.

ADVISEMENT SERVICES

Advisors responded to **2,828** 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 **37** NYS agencies/facilities and CSEA events.

Field associates made **1,408** phone, text, and email contacts with NYS managers and CSEA leaders statewide regarding Partnership programs and services. They held **316** 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

According to the 2025 Network Child Care Center survey, the combined licensing capacity of all centers was **3,077**, with enrollment at **2,279**. In 2025, the Network Child Care Centers enrolled **1,293** children from NYS employee families.

2024–2025 Health and Safety and Professional Development Grants

During this quarter, 23 of the **29** centers in the Network applied for grants totaling approximately **\$289,000**. Approximately **\$283,000** has been reimbursed to the centers.

Directions: Pre-Retirement Planning Webinar Sessions

90-minute webinars were offered this quarter to executive-branch employees aged 50 and older who are eligible to retire within five years. Webinars were held in October, November, and December. Each session covered the Deferred Compensation Plan, NYS Pension Program, Social Security, and NYS Health Insurance Program. **105** liaisons at NYS agencies assist with promoting the webinars to employees.

Webinar Attendance:

October: **562** employees
November: **494** employees
December: **418** employees



Employee Assistance Program (EAP)

Utilization

There were **5,053** first contacts from employees and family members. Additionally, the EAP main office received **111** calls and **65** website requests for assistance.

The most frequently reported issues involved workplace/job performance, mental health, stress, financial, and health benefit information.

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 **22** coordinators and **12** staff that have earned the CEAP credential.

EAP Grants

The NYS EAP 2025–2026 grant cycle began July 1 and ended December 31, 2025. The final number of approved applications and the monetary total is not yet available.

Wellness

Statewide wellness webinars related to WellNYS Daily To-Do topics with a total of **414** participants. Topics were *Apple Peel Competitions*, *Finding Your Positivity through Journaling* and *The Joy of Giving Back*.

There are **102** 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 **3,646** subscribers to the WellNYS Daily To-Do and It's Move Time emails.

The Wellness coordinator is currently working with the Office of General Services (OGS) and their host agencies. The pilot involved utilizing *The Well-Being Journal*. A total of **525** OGS employees have signed up to receive a journal.

Outreach

EAP reached **24,863** employees through in-person events, including meet-and-greets, union activities, wellness events, and benefit fairs.

WORK-LIFE SERVICES continued . . .

Employee Assistance Program Coordinator Training

This quarter, the program results reflect our ongoing commitment to consistently deliver quality EAP training throughout the State. Below is a summary of the EAP training programs offered. There were **375** sessions with **4,243** participants.

Training included:

- *Gender-Based Violence and the Workplace*
- *CEAP Certification Overview*
- *Committee: Do It on a Dime*
- *Committee: Health Fair Tool Kit*
- *Committee: Leadership Module 1*
- *Employee Benefits: Tuition Reimbursement-CEAP*
- *Ethics in NYS EAP Coordinator Practice*
- *Holiday Safety and Identity Theft Prevention Tips*
- *Talk Saves Lives – Suicide Prevention*
- *Wellness as an EAP Marketing Tool*
- *Regional Resources/Program Manual*
- *Employee, Management, Union Orientations; and Supervisor Training*

Foundational Training

This quarter, **22** foundational training classes were delivered this quarter, **12** in-person and **10** virtual, with a total of **426** participants.

Employee Assistance Program Coordinator Foundational Training

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

Regional Resource Training

EAP regional representatives successfully conducted **6** training sessions on regional resources/case studies and regional rep committee/supervisor orientation to EAP coordinators, committee members and agency staff, with a total of **92** participants

Multi-Agency Programs

Capital Area Multi-agency (CAMA) coordinators hosted health fairs at the Office of Addiction Services and Supports and another at the Healthy Living event. In addition, the coordinators distributed grant items to each CAMA agency. The CAMA committee is seeking a new co-chair and secretary.

Binghamton's Multi-agency applied for and received an EAP grant, and distributed grant items to several locations. The coordinators tabled at a PEF-sponsored health fair, with up to 100 employees in attendance.

The Utica Multi-agency coordinator continues to have regular client contacts. The coordinator held a tabling event in the building, during which over 50 employees received EAP information and materials.

The Syracuse Multi-agency conducted a successful blood drive, open house, holiday door-decorating contest, and canned food drive to promote EAP.

The Watertown Multi-agency committee remains active with EAP promotion activities despite not having a coordinator. The committee has posted the coordinator position.

The Buffalo Multi-agency coordinator completed establishing contact with all agencies and distributed marketing materials and contact information. The coordinator held numerous meet-and-greets at the agencies and conducted three EAP awareness events.

The Rochester Multi-agency committee continues to meet regularly, with the coordinator maintaining regular client contacts with most agencies. They are distributing grant items to all agencies.

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 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 and support for a replacement and related project or activity expenses for the duration of the leave. The DEI Committee met in October to review applications.

- 21 applications were received.
- 14 applications were approved, totaling \$129,806.

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:

- 270 applications were received and approved for a total of \$790.

Dr. Herbert N. Wright Memorial Safety and Health Training Award Program

The Safety and Health Committee identifies, and reviews safety-related issues affecting employees and recommends a plan for the correction of such matters.

- 1 applications were reviewed and \$359,035.22 was awarded.

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.

- 86 applications were received.
- 84 applications were reimbursed, totaling \$78,200.

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.

- 138 applications were received.

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.

- 11 EKB eLearning licenses were activated during this quarter.

Ongoing projects include:

- NYS/UUP JLMC staff presented at the State University Human Resources Association Conference in October to present and discuss information pertaining to the NYS/UUP JLMC labor-management programs.
- On-going meetings with statewide labor-management committees to discuss and review programs and revise guidelines as needed.
- The program guidelines were reviewed and revised by staff and submitted to the committee members for review.
- NYS/UUP JLMC staff continue to focus on strategies to promote labor-management programs to campus staff and employees.
- A 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.

- Draft promotional materials were developed for all of the NYS/UUP JLMC programs.
- The NYS/UUP JLMC website landing page and program page were updated.