

Meeting Minutes

PEF Labor Management Meeting

Wednesday, December 13, 2023

1:30 PM – 2:30 PM

Justice Center

Attendance: Patricia Richardson, Jesse Farmer, Mary-Kate Pritchard, Kerry Elm, Caitlin Janiszewski

Discussion Topics

1. Increased Hiring Rates and Geographic Pay Differentials for Quality-of-Care Facility Review Specialist 1 & 2 (Nursing) titles.

Increase salary rate was given up to step 4. Geo pay grade will be going 18/23 grade levels they are offering the full amount 20K effective 12/21/23. Caitlin: wants to know who above step 4 is to find out who will not be receiving the salary increase- Jesses has a spreadsheet and will send it over. Kerry states there is not a big difference with the 1 and 2s- thought with employees there is no incentive to move up- Jesse states they have looked at OCFS Grades 1-3s a lot of them do not have pay/ shift differential. VPS3 exam will be offered in the spring. Caitlin asked why they do not get shift differential- Jesses states at the time they had no recruitment/retention issues at the time. Jesses states they are only doing promotional exams. Looking to submit shift pay differential to Civil Service have been denied prior Jesse feel this could be their last shot at approval. May 2017 did not see support for this due to non-retention issues. Kerry asked if it had to do with the rotating shift and how the employees turned that down. Looking to show civil service that they cannot fill the positions. 8/10 3s currently employed. Only attritions the last few years has been due to retirement.

2. Follow up from previous Labor/Management meeting on proposing possible new language for Call Center MOU as it pertains to mandating.

Decided to survey the members and find out where they are prior to answering. Caitlin states the ask is the mandate 10pm- Want to make sure everyone thinks its fair prior to putting it on the table.

3. Update on overnight security staff/security measures that have been put in place.

2 guards in call center 7pm-1pm 7days a week. They escort employees have not heard of any issues since last briefing. Kerry has heard the overnight team cannot be in the building alone- employees have called out leaving people solo at 1pm (after guards leave) Kerry's ask can Telecommuting be added/offered 100% for the overnight shift. Stated this should help with recruitment. Jesse states the hiring issue is not the overnight shift the issue is day shift is the issue. Caitlin states OCFS has increased telecommuting with the call center.

4. Discuss any potential changes/modifications to telecommuting agreement. Per the agreement, "This program is effective through March 31, 2024. The parties will meet and confer no less than 60 days prior to its expiration regarding continuation or modification of the program.

Jesses states they will bring this issue up.

Next Meeting March 13th (Wednesday) 1:30PM