NYS Department of Agriculture & Markets

Labor/Management Meeting

February 1, 2024

12:00pm

Held via Webex

**Attendees:**

Steve McGrattan (First Deputy Commissioner), Jennifer Trodden (Deputy Commissioner) Mark Lansing (HR Director), Lisa Brooks (Fiscal Management Director), Ashlie Bloomfield (HR Assistant Director) Paolo Audino (Emergency Management Coordinator), John Arnold (PEF L/M Chair), Caitlin Janiszewski (PEF Statewide Field Rep), Karen Taylor (PEF), Gregory Deiulio (PEF)

**Introductions: Management and Labor**

**Old Business:**

1. *Status of Food Inspector review for specialized work getting a separate Food Processing Specialist title at a higher grade.*

**Management Response**: Mark Lansing informed us that the grievances filed regarding this matter had just been decided in favor of the State. Regardless of that outcome, the department continues to review the possibility of creating a Food Processing Specialist title. The proposed grade for the title has not been determined at this point in the process. The process is in its early stage.

**PEF Response**: We stand ready to assist in any phase of the creation of this new position which would carry a higher grade than the current grade 18 Food Inspector position.

**Action Item**: This issue will remain on the L/M agenda to provide updates.

1. *Request to move to higher level LATS working with SFS to create mileage reports from a daily section of LATS. Massive time savings!*

**Management Response**: Agreed that the item be removed from L/M agenda. The idea of GPS tracking in newer State car purchases is still a possibility.

**PEF Response**: John Arnold led this topic by stating he spoke with IT and the idea of using information inputted into LATS from our field staff to automatically populate an SFS automobile report and save approximately 4 hours per inspector per month could not be done at the department level. LATS and SFS are run by different agencies thus someone must request they work together to create this Cross-over program cross-over. It was left that this item should be removed from our agenda.

**Action Item**: Remove from department L/M Meeting.

1. *AGM vehicle update.*

**Management Response**: Lisa Brooks gave an update that they were able to purchase approximately 20 vehicles. A mix of SUV’s and cars are set to arrive soon. Lisa also responded to our question about roadside service that she has looked into it but no viable options cover everyone and our current system has been working.

**PEF Response**: We asked if any additional research was done for a roadside service company for when State car have issues.

**Action Item**: No current action required.

**New Business**:

1. ***Telework Agreement***

**Management Response**: The department recently completed a review of the telework agreement. We have over 200 employees utilizing telework agreements and overall, the program is working as intended.

**PEF Response**: Caitlin Janiszewski asked if the department would be willing to increase the allowed time from 50% to 60%. Mark stated the agency is limited to 50% at this time.

**Action** **Item**: No current action, item stays on LM agenda.

1. ***Temporary Jobs to Permeate Status/Update***

**Management Response**: Approximately 40 jobs were identified as temporary positions that should be converted to permanent status. The process involves working with Civil Service and Division of Budget and is ongoing.

**PEF Response**: John stated that PEF is thankful this process is happening and that many are getting the opportunity to move into these newly created positions. We asked about how the employees who held the temporary positions salaries would be affected by this process. It was said that each case will vary but management takes every aspect into account and tries to make the financial difference as seamless as possible.

**Action Item**: The item will remain on the agenda for follow-up.

1. **Job Posting Procedure Review**

**Management Response:** Mark stated we follow civil service requirements for posting positions. He further stated we do not have an LM agreement regarding a particular way the posting must occur so Human Resources will continue as they have and if questions arise, we can always reach out to them and ask.

**PEF Response**: We agreed to reach out if a member asks questions and would proceed without a formal posting agreement.

**Action Item:** The item was discussed and resolved and will be removed from the agenda.

**Next Labor Management Meeting**:

October 3, 2024, at 12:00pm. (Via Webex)

John Arnold Mark Lansing

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John Arnold Mark Lansing

PEF LM Chair Director of Human Recourses