

OFFICE OF EMPLOYEE RELATIONS

MISSION

In accordance with the Public Employees' Fair Employment Act (the Taylor Law), the Office of Employee Relations (OER) represents the Governor in collective bargaining with the public employee unions and directs the State's employee relations policies so that agencies and employees provide high quality, uninterrupted State government services.

ORGANIZATION AND STAFFING

Under the administration of a Director appointed by the Governor, the Agency is located in Albany. OER will have a workforce of 93 positions for 2002-03, financed by the General Fund and responsible for negotiating and implementing collective bargaining agreements.

FISCAL BACKGROUND AND BUDGET HIGHLIGHTS

A total of \$7 million is recommended for the Office of Employee Relations, including \$4.1 million in General Fund moneys. This funding will provide continued support for the Office's primary mission of negotiating and administering collective bargaining agreements.

Funding from the Office's other sources includes:

- \$2.46 million in charges to the Collective Bargaining Agreements to support statewide employee training and developmental programs and the cost of administering these agreements; and
- Revenues of \$479,000 received from non-General Fund agencies to reimburse the Office for providing training programs and collective bargaining services. These revenues also include payments from the National Association of State Directors of Employee Relations to support the operations of that organization.

PROGRAM HIGHLIGHTS

The Office of Employee Relations represents the Governor in Executive Branch collective bargaining negotiations with nine public employee unions, assists State agencies to interpret and administer the negotiated agreements, and represents the State in hearings and arbitrations before the Public Employment Relations Board.

The Office of Employee Relations also is the Executive Branch's in-house consulting agency for advancing sound labor management practices and improving productivity and innovation in State government's workforce. Currently, the Agency is working with more than 25 agencies on various organizational development and improvement initiatives. The Office is further charged with designing and administering statewide training programs, policy development and oversight for several employee benefit programs.

In its capacity as the Governor's labor-relations agent, the Office continues to be instrumental in providing direction for workforce management and, through labor management partnerships, working with the unions to mitigate the impact of structural changes aimed at improving the efficiency of State government. The Office also promotes labor-relations excellence by offering a comprehensive training program through the Employee Relations Institute and by increasing the use of technology for better communication of common issues and concerns. A major focus during 2002-03 will be preparation for the next round of collective bargaining and the further development of the Agency's government-to-government e-commerce initiative. This initiative provides a "toolkit" for employee relations practitioners that is used for training and to share information, and a one stop resource center for all of the State's Executive Branch employees for up-to-date information relevant to their employment with New York State.

EMPLOYEE RELATIONS

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2001-02	Appropriations Recommended 2002-03	Change	Reappropriations Recommended 2002-03
State Operations	6,875,600	7,020,000	144,400	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	6,875,600	7,020,000	144,400	0

ALL FUND TYPES PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM FILLED ANNUAL SALARIED POSITIONS

Full-Time Equivalent Positions (FTE)

Program	2001-02 Estimated FTEs 03/31/02	2002-03 Estimated FTEs 03/31/03	FTE Change
Contract Negotiation and Administration			
General Fund	40	39	(1)
Internal Service Funds	47	48	1
Management Confidential Affairs			
General Fund	6	6	0
Total	93	93	0

STATE OPERATIONS ALL FUNDS FINANCIAL REQUIREMENTS BY FUND TYPE APPROPRIATIONS (dollars)

Fund Type	Available 2001-02	Recommended 2002-03	Change
General Fund	4,075,600	4,077,000	1,400
Special Revenue Funds - Other	463,000	479,000	16,000
Internal Service Funds	2,337,000	2,464,000	127,000
Total	6,875,600	7,020,000	144,400

STATE OPERATIONS ALL FUNDS FINANCIAL REQUIREMENTS BY PROGRAM APPROPRIATIONS (dollars)

Program	Available 2001-02	Recommended 2002-03	Change
Contract Negotiation and Administration			
General Fund	3,142,900	3,212,000	69,100
Special Revenue Funds - Other	463,000	479,000	16,000
Internal Service Funds	2,337,000	2,464,000	127,000
Management Confidential Affairs			
General Fund	932,700	865,000	(67,700)
Total	6,875,600	7,020,000	144,400

EMPLOYEE RELATIONS

STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2002-03 RECOMMENDED (dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	2,960,000	69,000	2,950,000	74,000
Management Confidential Affairs	360,000	33,000	359,000	33,000
Total	3,320,000	102,000	3,309,000	107,000

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay (Annual Salaried)	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	8,000	(4,000)	2,000	(1,000)
Management Confidential Affairs	0	0	1,000	0
Total	8,000	(4,000)	3,000	(1,000)

STATE OPERATIONS - GENERAL FUND SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED APPROPRIATIONS AND CHANGES 2002-03 RECOMMENDED (dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	252,000	100	34,000	100
Management Confidential Affairs	505,000	(100,700)	18,000	(300)
Total	757,000	(100,600)	52,000	(200)

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	30,000	(400)	188,000	400
Management Confidential Affairs	14,000	500	28,000	100
Total	44,000	100	216,000	500

Program	Maintenance Undistributed	
	Amount	Change
Management Confidential Affairs	445,000	(101,000)
Total	445,000	(101,000)

STATE OPERATIONS - OTHER THAN GENERAL FUND SUMMARY OF APPROPRIATIONS AND CHANGES 2002-03 RECOMMENDED (dollars)

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	2,943,000	143,000	2,136,000	117,000
Total	2,943,000	143,000	2,136,000	117,000

Program	Nonpersonal Service		Maintenance Undistributed	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	328,000	10,000	479,000	16,000
Total	328,000	10,000	479,000	16,000