

# ***PUBLIC EMPLOYMENT RELATIONS BOARD***

## ***MISSION***

The Public Employment Relations Board resolves labor disputes between public employers and employees. The Board provides mediation, fact-finding and arbitration in contract disputes for approximately 4,500 negotiating units in New York State. In addition, the Board settles questions of union representation, conducts hearings on charges of improper practices, designates Management/Confidential positions, and acts as a clearinghouse for information on wages, benefits and employment practices.

## ***ORGANIZATION AND STAFFING***

The Board consists of a full-time Chair and two part-time members nominated by the Governor for six-year terms. The Board's jurisdiction includes State, county and local governments, certain special service districts, school districts and public authorities. Central offices are in Albany, with additional staff in Buffalo and Brooklyn.

## ***FISCAL BACKGROUND AND BUDGET HIGHLIGHTS***

The Board receives 93 percent of its funding from the General Fund, which supports its mediation, fact-finding and arbitration services and administrative costs.

The Executive Budget recommends \$3.4 million in General Fund support for the Board, and the Board's remaining expenses of \$257,000 are financed by fees paid by public employers and unions for filings and publications.

## ***PROGRAM HIGHLIGHTS***

The Board provides three principal services: conciliation, settlement of petitions involving representation and rulings on charges of improper practices.

## ***CONCILIATION***

The Board provided assistance in approximately 317 of the 2,250 State and local contracts negotiated in 2002-2003. The Board has followed many of these cases through the full range of impasse resolution steps: mediation, followed by either fact-finding or arbitration and conciliation.

## ***REPRESENTATION***

Through its Office of Public Employment Practices and Representation, the Board reviews all petitions from public employee unions and employers requesting the creation of new negotiating units or the transfer of members between units. It also reviews requests to remove positions from negotiating units and may designate them management or confidential. In 2002-2003, the Board received 91 petitions raising questions about representation and conducted 6 elections for representation.

## ***EMPLOYMENT PRACTICES***

The Board conducts hearings and renders decisions on improper practice charges, and received petitions on 908 charges of improper employment and negotiating practices in the previous year. In 2002-2003, the agency wrote over 187 decisions and closed, either by

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decision or settlement, over 860 improper practice cases. Each case must be addressed in a pre-hearing conference attended by the affected parties. If a case cannot be resolved, a Board administrative law judge must rule on the charge after conducting a formal hearing.

### **ALL FUNDS APPROPRIATIONS (dollars)**

<b>Category</b>	<b>Available 2003-04</b>	<b>Appropriations Recommended 2004-05</b>	<b>Change</b>	<b>Reappropriations Recommended 2004-05</b>
State Operations	3,995,000	3,657,000	(338,000)	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
<b>Total</b>	<b>3,995,000</b>	<b>3,657,000</b>	<b>(338,000)</b>	<b>0</b>

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

#### **Full-Time Equivalent Positions (FTE)**

<b>Program</b>	<b>2003-04 Estimated FTEs 03/31/04</b>	<b>2004-05 Estimated FTEs 03/31/05</b>	<b>FTE Change</b>
Administration			
General Fund	39	37	(2)
<b>Total</b>	<b>39</b>	<b>37</b>	<b>(2)</b>

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

<b>Fund Type</b>	<b>Available 2003-04</b>	<b>Recommended 2004-05</b>	<b>Change</b>
General Fund	3,738,000	3,400,000	(338,000)
Special Revenue Funds - Other	257,000	257,000	0
<b>Total</b>	<b>3,995,000</b>	<b>3,657,000</b>	<b>(338,000)</b>

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

<b>Program</b>	<b>Available 2003-04</b>	<b>Recommended 2004-05</b>	<b>Change</b>
Administration			
General Fund	3,738,000	3,400,000	(338,000)
Special Revenue Funds - Other	257,000	257,000	0
<b>Total</b>	<b>3,995,000</b>	<b>3,657,000</b>	<b>(338,000)</b>

# PUBLIC EMPLOYMENT RELATIONS

## STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2004-05 RECOMMENDED (dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	2,950,000	(334,000)	2,619,000	(334,000)
Total	<u>2,950,000</u>	<u>(334,000)</u>	<u>2,619,000</u>	<u>(334,000)</u>

Program	Temporary Service (Nonannual Salaried)	
	Amount	Change
Administration	331,000	0
Total	<u>331,000</u>	<u>0</u>

## STATE OPERATIONS - GENERAL FUND SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED APPROPRIATIONS AND CHANGES 2004-05 RECOMMENDED (dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	450,000	(4,000)	72,000	0
Total	<u>450,000</u>	<u>(4,000)</u>	<u>72,000</u>	<u>0</u>

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	70,000	0	299,000	(4,000)
Total	<u>70,000</u>	<u>0</u>	<u>299,000</u>	<u>(4,000)</u>

Program	Equipment	
	Amount	Change
Administration	9,000	0
Total	<u>9,000</u>	<u>0</u>

## STATE OPERATIONS - OTHER THAN GENERAL FUND SUMMARY OF APPROPRIATIONS AND CHANGES 2004-05 RECOMMENDED (dollars)

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	257,000	0	140,000	83,000
Total	<u>257,000</u>	<u>0</u>	<u>140,000</u>	<u>83,000</u>

Program	Nonpersonal Service	
	Amount	Change
Administration	117,000	(83,000)
Total	<u>117,000</u>	<u>(83,000)</u>