

# **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 public employee unions and directs the State's employee relations policies, in order to advance the performance of State government through collaborative labor relations, workforce training, education and benefits.

## **ORGANIZATION AND STAFFING**

OER is located in Albany, and administered by a Director appointed by the Governor.

## **BUDGET HIGHLIGHTS**

The Executive Budget recommends **\$5.6 million All Funds** (\$3.7 million General Fund; \$121,000 Other Funds; \$1.8 million Internal Service Funds) for the Office of Employee Relations. This is a decrease of **\$2.0 million** (\$0.8 million General Fund; \$1.2 million Internal Service Funds) from the 2008-09 budget. This change reflects savings initiatives to address the current fiscal situation and yet retain the integrity of the Agency's programs.

The Executive Budget recommends a staffing level of **51 FTEs** for the Office of Employee Relations, a decrease of **5** from the 2008-09 Budget. This change reflects the consolidation of functions to achieve savings in a difficult fiscal environment.

## **PROGRAM HIGHLIGHTS**

The Office of Employee Relations represents the Governor in Executive Branch collective bargaining negotiations with nine public employee unions, assists State agencies in interpreting and administering the negotiated agreements, and represents the State in arbitration and in hearings before the Public Employment Relations Board. The agency's major focus during 2009-10 will be to continue collective bargaining negotiations, if needed, with several of the State employee unions, and to implement the agreements reached during 2008-09 with most of the State employee unions.

The Office of Employee Relations is also charged with advancing sound labor management practices, improving productivity, and promoting innovation in the State's workforce. The Office works with State agencies and the public employee unions on efficiently implementing changes in working conditions. The Office also offers statewide training programs to assist employees in improving and maintaining their skills. Other activities include training managers, organizational consulting, and assisting State agencies in succession planning to meet the challenges of a changing workforce.

# EMPLOYEE RELATIONS

## ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2008-09	Appropriations Recommended 2009-10	Change	Reappropriations Recommended 2009-10
State Operations	7,592,000	5,625,000	(1,967,000)	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	7,592,000	5,625,000	(1,967,000)	0

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

### Full-Time Equivalent Positions (FTE)

Program	2008-09 Estimated FTEs 03/31/09	2009-10 Estimated FTEs 03/31/10	FTE Change
Contract Negotiation and Administration			
General Fund	38	33	(5)
Internal Service Funds	14	14	0
Management Confidential Affairs			
General Fund	4	4	0
Total	56	51	(5)

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

Fund Type	Available 2008-09	Recommended 2009-10	Change
General Fund	4,518,000	3,715,000	(803,000)
Special Revenue Funds - Other	125,000	121,000	(4,000)
Internal Service Funds	2,949,000	1,789,000	(1,160,000)
Total	7,592,000	5,625,000	(1,967,000)

Adjustments:	
Transfer(s) From	
Special Pay Bill	
General Fund	(220,000)
Internal Service Funds	(181,000)
Appropriated 2008-09	7,191,000

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

Program	Available 2008-09	Recommended 2009-10	Change
Contract Negotiation and Administration			
General Fund	4,027,000	3,360,000	(667,000)
Special Revenue Funds - Other	125,000	121,000	(4,000)
Internal Service Funds	2,949,000	1,789,000	(1,160,000)
Management Confidential Affairs			
General Fund	491,000	355,000	(136,000)
Total	7,592,000	5,625,000	(1,967,000)

## EMPLOYEE RELATIONS

**STATE OPERATIONS - GENERAL FUND  
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES  
2009-10 RECOMMENDED  
(dollars)**

<b>Program</b>	<b>Total</b>		<b>Personal Service Regular (Annual Salaried)</b>	
	<b>Amount</b>	<b>Change</b>	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	3,110,000	(580,000)	3,100,000	(580,000)
Management Confidential Affairs	287,000	(126,000)	286,000	(126,000)
Total	<u>3,397,000</u>	<u>(706,000)</u>	<u>3,386,000</u>	<u>(706,000)</u>

<b>Program</b>	<b>Temporary Service (Nonannual Salaried)</b>		<b>Holiday/Overtime Pay</b>	
	<b>Amount</b>	<b>Change</b>	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	10,000	0	0	0
Management Confidential Affairs	0	0	1,000	0
Total	<u>10,000</u>	<u>0</u>	<u>1,000</u>	<u>0</u>

**STATE OPERATIONS - GENERAL FUND  
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED  
APPROPRIATIONS AND CHANGES  
2009-10 RECOMMENDED  
(dollars)**

<b>Program</b>	<b>Total</b>		<b>Supplies and Materials</b>	
	<b>Amount</b>	<b>Change</b>	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	250,000	(87,000)	43,000	(20,000)
Management Confidential Affairs	68,000	(10,000)	2,000	(1,000)
Total	<u>318,000</u>	<u>(97,000)</u>	<u>45,000</u>	<u>(21,000)</u>

<b>Program</b>	<b>Travel</b>		<b>Contractual Services</b>	
	<b>Amount</b>	<b>Change</b>	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	25,000	(7,000)	182,000	(60,000)
Management Confidential Affairs	3,000	(1,000)	63,000	(8,000)
Total	<u>28,000</u>	<u>(8,000)</u>	<u>245,000</u>	<u>(68,000)</u>

**STATE OPERATIONS - OTHER THAN GENERAL FUND  
SUMMARY OF APPROPRIATIONS AND CHANGES  
2009-10 RECOMMENDED  
(dollars)**

<b>Program</b>	<b>Total</b>		<b>Personal Service</b>	
	<b>Amount</b>	<b>Change</b>	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	1,910,000	(1,164,000)	971,000	(755,000)
Total	<u>1,910,000</u>	<u>(1,164,000)</u>	<u>971,000</u>	<u>(755,000)</u>

<b>Program</b>	<b>Nonpersonal Service</b>	
	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	939,000	(409,000)
Total	<u>939,000</u>	<u>(409,000)</u>