

Employee Relations, Office of

Mission

The Office of Employee Relations' (OER) mission is to advance the performance of State government through collaborative labor relations, workforce training, education, and benefits. Operating under the Public Employees' Fair Employment Act (the Taylor Law), OER assists in relations between the State and its employees, including representing the Executive Branch in collective bargaining negotiations with 10 public employee unions.

Organization and Staffing

The OER is headed by a Director who is appointed by the Governor. The agency is organized into five areas: (1) contract negotiations and administration; (2) legal; (3) administration of the Labor-Management Committees; (4) statewide employee training and organizational development; and (5) the Anti-Discrimination Investigations Division. They are under the direction of the Executive Office; Contract Negotiation and Administration Division; and the Division for Administration.

Budget Highlights

The FY 2025 Executive Budget recommends \$16.0 million (\$13.9 million General Fund; \$2.1 million internal service funds) in appropriations, a \$3.5 million increase from FY 2024. The increase includes funding for OER to create a diversity, equity, and inclusion training program for all State employees and to appropriately staff Affirmative Action Administrator positions allowing the agency to better meet demand for discrimination complaint investigations. The FY 2025 Executive Budget recommends a workforce of 93 FTEs, unchanged from the prior year.

For more information on this agency's budget recommendations located in the Executive Budget Briefing Book, click on the following link:

Program Highlights

Executive Office

Composed of the Director, who determines the goals and strategies for collective negotiations with the employee unions. The Director also provides overall policy direction for the agency comprised of the head of each division.

Contract Negotiations & Administration

The principal responsibilities of the Contract Negotiations and Administration Division include:

- Serving as key liaisons between the Governor and agency management on labor relations issues;
- Negotiating and administering collective bargaining agreements and providing advocacy and administration of management/confidential issues and programs;
- Acting as liaisons to the joint labor-management committees (LMCs);
- Providing grievance resolution;
- Collecting, maintaining, and analyzing data on New York State's workforce, compensation and benefit programs, and programs and policies of other employers, including both public and private employers; and
- Developing strategies for health benefit negotiations.

Counsel's Office

Provides legal counsel to the Director of OER in support of their responsibilities under Article 24 of the Executive Law and related statutes. Additional responsibilities include:

- Representing State agencies in contract arbitrations arising from collectively negotiated agreements;
- Representing the State in proceedings before the Public Employment Relations Board (PERB);
- Representing OER in "triage" settlement discussions concerning grievances filed by certain unions;
- Developing OER's legislative proposals and pay bills, reviewing and commenting on other State agency

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proposals, and reviewing and commenting on bills the Governor submits to the Legislature;

- Participating in collective bargaining by advising negotiating teams, negotiating discipline and contract grievance provisions, and developing contract language;
- Presenting the State's case in interest arbitration for certain bargaining units;
- Providing assistance to, and liaison with, the Office of the Attorney General concerning civil litigation involving labor and employment issues; and
- Updating State agencies on recent labor developments, new laws and mandates, court and arbitration decisions, and PERB determinations.

Division for Administration

Responsible for providing personnel, administrative, and fiscal support services, which serve OER, the LMCs, and the New York State Deferred Compensation Plan (DCP). More specifically, the division has responsibility for the following:

- Establishing and managing OER and LMC financial accounts;
- Human Resources Management which covers a wide range of areas such as payroll preparation, position classification, reclassification and reallocation, new employee orientation, affirmative action, and recruitment;
- Preparing all OER/LMC contracts; and
- Managing the Internal Controls Program; supporting daily operations including purchasing, space planning, mail and supply, document preparation, records management, inventory and equipment maintenance.

Training and Organizational Development

Conducts and administers educational efforts to improve the skills and level of knowledge of the State's workforce for improved productivity and services. This unit offers training services to State agencies interested in areas such as strategic planning, performance measurement, work process redesign, and adapting to change. This unit also oversees the development and implementation of all statewide mandatory training.

Anti-Discrimination Investigations Division (ADID)

Investigates complaints of protected class employment discrimination pursuant to Executive Order No. 187. Once investigations are complete, agencies are informed of the result, and if a complaint is substantiated as a violation of State policy, the agency is directed to take administrative action as determined by ADID.

**ALL FUNDS
APPROPRIATIONS
(dollars)**

Category	Available FY 2024	Appropriations Recommended FY 2025	Change From FY 2024	Reappropriations Recommended FY 2025
State Operations	12,455,202	15,978,000	3,522,798	0
Total	12,455,202	15,978,000	3,522,798	0

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

Program	FY 2024 Estimated FTEs 03/31/24	FY 2025 Estimated FTEs 03/31/25	FTE Change
Contract Negotiation and Administration			
General Fund	87	87	0
Internal Service Funds	6	6	0
Total	93	93	0

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

Fund Type	Available FY 2024	Recommended FY 2025	Change
General Fund	10,354,661	13,875,000	3,520,339
Internal Service Funds	2,100,541	2,103,000	2,459
Total	12,455,202	15,978,000	3,522,798
Adjustments:			
Transfer(s) From			
Special Pay Bill			
General Fund	(437,202)		
Appropriated FY 2024	12,018,000		

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

Program	Available FY 2024	Recommended FY 2025	Change
Contract Negotiation and Administration			
General Fund	10,354,661	13,875,000	3,520,339
Internal Service Funds	2,100,541	2,103,000	2,459
Total	12,455,202	15,978,000	3,522,798

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	13,273,000	3,320,339	13,262,000	3,320,339
Total	13,273,000	3,320,339	13,262,000	3,320,339

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	10,000	0	1,000	0
Total	10,000	0	1,000	0

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STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	602,000	200,000	171,000	0
Total	602,000	200,000	171,000	0

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	134,000	0	297,000	200,000
Total	134,000	0	297,000	200,000

STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Contract Negotiation and Administration	2,103,000	2,459	1,094,000	1,351
Total	2,103,000	2,459	1,094,000	1,351

Program	Nonpersonal Service	
	Amount	Change
Contract Negotiation and Administration	1,009,000	1,108
Total	1,009,000	1,108

Note: Most recent estimates as of 01/16/2024