

# ***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 4,000 negotiating units in New York. 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. The Board will have a workforce of 44 positions for 2001-02.

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

The Board receives 95 percent of its funding from the General Fund, which supports its mediation, fact-finding, and arbitration services and administrative costs.

The Executive Budget recommends \$3.8 million in General Fund support for the Board, and the Board's remaining expenses of \$203,000 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 372 of the 2,500 State and local contracts negotiated in 1999-2000. 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 1999-2000, the Board received 115 petitions raising questions about representation and conducted 14 elections for representation.

# **PUBLIC EMPLOYMENT RELATIONS**

## **EMPLOYMENT PRACTICES**

The Board conducts hearings and renders decisions on improper practice charges, and received petitions on 865 charges of improper employment and negotiating practices in the previous year. In 1999-2000, the agency wrote over 280 decisions and closed, either by decision or settlement, over 1,027 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 2000-01</b>	<b>Appropriations Recommended 2001-02</b>	<b>Change</b>	<b>Reappropriations Recommended 2001-02</b>
State Operations	4,058,000	4,014,000	(44,000)	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
<b>Total</b>	<b>4,058,000</b>	<b>4,014,000</b>	<b>(44,000)</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>2000-01 Estimated FTEs 03/31/01</b>	<b>2001-02 Estimated FTEs 03/31/02</b>	<b>FTE Change</b>
Administration			
General Fund	42	42	0
Special Revenue Funds - Other	2	2	0
<b>Total</b>	<b>44</b>	<b>44</b>	<b>0</b>

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

<b>Fund Type</b>	<b>Available 2000-01</b>	<b>Recommended 2001-02</b>	<b>Change</b>
General Fund	3,865,500	3,811,000	(54,500)
Special Revenue Funds - Other	192,500	203,000	10,500
<b>Total</b>	<b>4,058,000</b>	<b>4,014,000</b>	<b>(44,000)</b>
Adjustments:			
Transfer(s) From			
Special Pay Bill			
General Fund	(270,000)		
Appropriated 2000-01	<b>3,788,000</b>		

# PUBLIC EMPLOYMENT RELATIONS

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

<u>Program</u>	<u>Available 2000-01</u>	<u>Recommended 2001-02</u>	<u>Change</u>
Administration			
General Fund	3,865,500	3,811,000	(54,500)
Special Revenue Funds - Other	<u>192,500</u>	<u>203,000</u>	<u>10,500</u>
Total	<u>4,058,000</u>	<u>4,014,000</u>	<u>(44,000)</u>

## STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2001-02 RECOMMENDED (dollars)

<u>Program</u>	<u>Total Personal Service</u>		<u>Personal Service Regular (Annual Salaried)</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	3,309,000	(103,900)	2,992,000	(103,900)
Total	<u>3,309,000</u>	<u>(103,900)</u>	<u>2,992,000</u>	<u>(103,900)</u>

  

<u>Program</u>	<u>Temporary Service (Nonannual Salaried)</u>		<u>Holiday/Overtime Pay (Annual Salaried)</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	314,000	100	3,000	(100)
Total	<u>314,000</u>	<u>100</u>	<u>3,000</u>	<u>(100)</u>

## STATE OPERATIONS - GENERAL FUND SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED APPROPRIATIONS AND CHANGES 2001-02 RECOMMENDED (dollars)

<u>Program</u>	<u>Total Nonpersonal Service</u>		<u>Supplies and Materials</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	502,000	49,400	139,000	8,100
Total	<u>502,000</u>	<u>49,400</u>	<u>139,000</u>	<u>8,100</u>

  

<u>Program</u>	<u>Travel</u>		<u>Contractual Services</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	103,000	1,500	260,000	39,800
Total	<u>103,000</u>	<u>1,500</u>	<u>260,000</u>	<u>39,800</u>

## STATE OPERATIONS - OTHER THAN GENERAL FUND SUMMARY OF APPROPRIATIONS AND CHANGES 2001-02 RECOMMENDED (dollars)

<u>Program</u>	<u>Total</u>		<u>Personal Service</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	203,000	10,500	55,000	5,000
Total	<u>203,000</u>	<u>10,500</u>	<u>55,000</u>	<u>5,000</u>

  

<u>Program</u>	<u>Nonpersonal Service</u>	
	<u>Amount</u>	<u>Change</u>
Administration	148,000	5,500
Total	<u>148,000</u>	<u>5,500</u>

