

STATE LABOR RELATIONS BOARD

MISSION

A new State Labor Relations Board will be created by the merger of the State Employment Relations Board (SERB) with the Public Employment Relations Board (PERB). The merger will achieve General Fund savings while continuing all of the services previously provided by the predecessor agencies. The new Board will resolve labor disputes between employers and employees in both the public and private sectors. The Board will provide mediation, fact-finding and arbitration in contract disputes for approximately 4,500 public negotiating units in New York State and will provide mediation and arbitration services in the private sector pursuant to Article 20 of the Labor Law. In addition, the Board will settle questions of union representation, conduct hearings on charges of improper or unfair labor practices, designate Management/Confidential positions, and act as a clearinghouse for information on wages, benefits and employment practices.

ORGANIZATION AND STAFFING

The Board will consist of a full-time Chair and four part-time members nominated by the Governor for six-year terms. Two members will be appointed based on recommendations made by the Legislature. The Board's public sector jurisdiction includes State, county and local governments, certain special service districts, school districts and public authorities. Its private sector jurisdiction is delineated in Article 20 of the Labor Law. Central offices are in Albany, with additional staff in Buffalo and the New York City region. The Board will have a workforce of 44 positions for 2005-06.

FISCAL BACKGROUND AND BUDGET HIGHLIGHTS

The Board will receive 88 percent of its funding from the General Fund, which will support its mediation, fact-finding and arbitration services and administrative costs.

The Executive Budget recommends \$4.3 million in General Fund support for the Board, and the Board's remaining expenses of \$586,000 are financed by fees paid by public employers and unions for filings and publications.

PROGRAM HIGHLIGHTS

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

CONCILIATION

PERB provided assistance in approximately 338 of the 2,320 State and local contracts negotiated in 2003-2004. 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. SERB provided assistance in 83 mediations in the same fiscal year.

REPRESENTATION

Through its Office of Public Employment Practices and Representation, the Board will review all petitions from public employee unions and employers requesting the creation of new negotiating units or the transfer of members between units. It also will review requests to

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remove positions from negotiating units and may designate them management or confidential. In 2003-2004, PERB received 104 petitions raising questions about representation and conducted 10 elections for representation. SERB handled eight representation matters in the same year.

EMPLOYMENT PRACTICES

The Board will conduct hearings and render decisions on improper practice charges. PERB received petitions on 786 charges of improper employment and negotiating practices in the previous year. In 2003-2004, the agency wrote over 181 decisions and closed, either by decision or settlement, over 825 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. SERB disposed of 13 unfair labor practice cases in the same fiscal year.

ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2004-05	Appropriations Recommended 2005-06	Change	Reappropriations Recommended 2005-06
State Operations	3,766,000	4,942,000	1,176,000	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	3,766,000	4,942,000	1,176,000	0

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

Full-Time Equivalent Positions (FTE)

Program	2004-05 Estimated FTEs 03/31/05	2005-06 Estimated FTEs 03/31/06	FTE Change
Administration			
General Fund	37	44	7
Total	37	44	7

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

Fund Type	Available 2004-05	Recommended 2005-06	Change
General Fund	3,509,000	4,356,000	847,000
Special Revenue Funds - Other	257,000	586,000	329,000
Total	3,766,000	4,942,000	1,176,000

Adjustments:	
Transfer(s) From	
Special Pay Bill	
General Fund	(109,000)
Appropriated 2004-05	3,657,000

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

Program	Available 2004-05	Recommended 2005-06	Change
Administration			
General Fund	3,509,000	4,356,000	847,000
Special Revenue Funds - Other	257,000	586,000	329,000
Total	<u>3,766,000</u>	<u>4,942,000</u>	<u>1,176,000</u>

STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2005-06 RECOMMENDED (dollars)

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	3,724,000	665,000	3,393,000	665,000
Total	<u>3,724,000</u>	<u>665,000</u>	<u>3,393,000</u>	<u>665,000</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 2005-06 RECOMMENDED (dollars)

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	632,000	182,000	144,000	72,000
Total	<u>632,000</u>	<u>182,000</u>	<u>144,000</u>	<u>72,000</u>

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	92,000	22,000	358,000	59,000
Total	<u>92,000</u>	<u>22,000</u>	<u>358,000</u>	<u>59,000</u>

Program	Equipment	
	Amount	Change
Administration	38,000	29,000
Total	<u>38,000</u>	<u>29,000</u>

STATE OPERATIONS - OTHER THAN GENERAL FUND SUMMARY OF APPROPRIATIONS AND CHANGES 2005-06 RECOMMENDED (dollars)

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	586,000	329,000	140,000	0
Total	<u>586,000</u>	<u>329,000</u>	<u>140,000</u>	<u>0</u>

Program	Nonpersonal Service	
	Amount	Change
Administration	446,000	329,000
Total	<u>446,000</u>	<u>329,000</u>