

# **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 so that agencies and employees provide high quality, uninterrupted State government services.

## **ORGANIZATION AND STAFFING**

Located in Albany, OER is administered by a Director appointed by the Governor. OER will have a workforce of 70 positions for 2007-08. This staffing level will enable the agency to carry out its responsibilities for negotiating and implementing collective bargaining agreements.

## **FISCAL BACKGROUND AND BUDGET HIGHLIGHTS**

A total of \$6.9 million is recommended for the Office of Employee Relations, including a \$4.1 million General Fund appropriation. This funding will provide continued support for the Office's primary mission of negotiating and administering collective bargaining agreements.

Funding from the Office's other sources includes:

- \$2.6 million in charges to the Collective Bargaining Agreements to support statewide employee training and developmental programs and the cost of administering these agreements; and
- \$150,000 in Special Revenue appropriation is supported by charges to non-General Fund agencies, to reimburse the Office for providing training programs and collective bargaining services. These revenues also include payments from the National Association of State Directors of Employee Relations to support the operations of that organization.

## **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 hearings and arbitrations before the Public Employment Relations Board. The major focus of the agency during 2007-08 will be negotiating new collective bargaining agreements with almost all of the State employee unions.

The Office of Employee Relations is also charged with advancing sound labor management practices and improving productivity and innovation in the State's government's workforce. The Office works closely with State agencies and public employee unions to implement workforce changes smoothly. The Office is also responsible for offering statewide training programs to assist employees in improving and maintaining their skills.

# EMPLOYEE RELATIONS

## ALL FUNDS APPROPRIATIONS (dollars)

Category	Available 2006-07	Appropriations Recommended 2007-08	Change	Reappropriations Recommended 2007-08
State Operations	6,969,000	6,866,000	(103,000)	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	6,969,000	6,866,000	(103,000)	0

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

### Full-Time Equivalent Positions (FTE)

Program	2006-07 Estimated FTEs 03/31/07	2007-08 Estimated FTEs 03/31/08	FTE Change
Contract Negotiation and Administration			
General Fund	41	39	(2)
Internal Service Funds	27	27	0
Management Confidential Affairs			
General Fund	4	4	0
Total	72	70	(2)

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

Fund Type	Available 2006-07	Recommended 2007-08	Change
General Fund	4,020,000	4,129,000	109,000
Special Revenue Funds - Other	479,000	150,000	(329,000)
Internal Service Funds	2,470,000	2,587,000	117,000
Total	6,969,000	6,866,000	(103,000)

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

Program	Available 2006-07	Recommended 2007-08	Change
Contract Negotiation and Administration			
General Fund	3,572,000	3,660,000	88,000
Special Revenue Funds - Other	479,000	150,000	(329,000)
Internal Service Funds	2,470,000	2,587,000	117,000
Management Confidential Affairs			
General Fund	448,000	469,000	21,000
Total	6,969,000	6,866,000	(103,000)

## EMPLOYEE RELATIONS

**STATE OPERATIONS - GENERAL FUND  
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES  
2007-08 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	3,386,000	88,000	3,376,000	88,000
Management Confidential Affairs	394,000	21,000	393,000	21,000
Total	<u>3,780,000</u>	<u>109,000</u>	<u>3,769,000</u>	<u>109,000</u>

<b>Program</b>	<b>Temporary Service (Nonannual Salaried)</b>		<b>Holiday/Overtime Pay (Annual Salaried)</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  
2007-08 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	274,000	0	35,000	0
Management Confidential Affairs	75,000	0	3,000	0
Total	<u>349,000</u>	<u>0</u>	<u>38,000</u>	<u>0</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	31,000	0	208,000	0
Management Confidential Affairs	4,000	0	68,000	0
Total	<u>35,000</u>	<u>0</u>	<u>276,000</u>	<u>0</u>

**STATE OPERATIONS - OTHER THAN GENERAL FUND  
SUMMARY OF APPROPRIATIONS AND CHANGES  
2007-08 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	2,737,000	(212,000)	1,496,000	47,000
Total	<u>2,737,000</u>	<u>(212,000)</u>	<u>1,496,000</u>	<u>47,000</u>

<b>Program</b>	<b>Nonpersonal Service</b>	
	<b>Amount</b>	<b>Change</b>
Contract Negotiation and Administration	1,241,000	(259,000)
Total	<u>1,241,000</u>	<u>(259,000)</u>