

# ***PUBLIC EMPLOYMENT RELATIONS BOARD***

## ***MISSION***

The Public Employment Relations Board was created by the Public Employees' Fair Employment Act of 1967 and resolves labor disputes between public employers and employees. The Board provides mediation, fact-finding and arbitration in contract disputes for approximately 4,765 public sector negotiating units in New York State. In addition, the Board settles questions of union representation, conducts hearings on charges of improper practices, designates Management/Confidential positions, makes determinations regarding applications for injunctive relief 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.

## ***BUDGET HIGHLIGHTS***

The Executive Budget recommends **\$4.5 million All Funds** (\$4.0 million General Fund; \$575,000 Other Funds) for the Public Employment Relations Board. This is a net decrease of \$141,000 from the 2009-10 budget. Within these amounts, the Public Employment Relations Board will fully absorb the responsibilities of the State Employment Relations Board, at a savings of \$1.3 million to the State.

The Executive Budget projects a staffing level of **38** for the Public Employment Relations Board, which is unchanged from 2009-10.

The Board has been diligent in identifying methods to control spending. To manage resources more efficiently, mediators are being assigned to cases where meetings are held close to the mediator's home or office, thereby reducing travel costs.

## ***PROGRAM HIGHLIGHTS***

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

## ***CONCILIATION***

The Board provided assistance in 344 of the 2,322 State and local contracts negotiated in 2008-09, which represents a nearly 10 percent increase from the previous year. During the first three quarters of 2009-10, 20 percent more impasses were received than during the same period in 2008-09, the most since 1998-99. In addition, beginning in 2010-11, the Board will also perform these functions for private employers and their unions.

## ***PUBLIC EMPLOYMENT RELATIONS***

### ***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 2010-11, the Board expects to receive approximately 95 petitions raising questions about representation and to conduct 15 elections for representation.

The Board also addresses matters of bargaining unit changes through unit clarification/placement and Management/Confidential applications. In 2008-09, 69 such applications were received by the Board and 60 cases were resolved: 35 by settlement after a conference was conducted and 25 by issuing a decision. Approximately 90 applications of this type are expected in 2010-11.

### ***EMPLOYMENT PRACTICES***

The Board conducts hearings and renders decisions on improper practice charges, and received 770 charges of improper employment and negotiating practices in 2008-09 and expects 875 such charges in the coming year. The number of cases filed to date in 2009-10 is 25 percent greater than last year. In 2008-09, the Board wrote 127 decisions and closed, either by decision or settlement, more than 785 improper practice cases. Beginning in 2010-11, the Board will also resolve improper labor practices within the private sector which do not fall within the jurisdiction of the National Labor Relations Board.

<b>ALL FUNDS APPROPRIATIONS (dollars)</b>				
<b>Category</b>	<b>Available 2009-10</b>	<b>Appropriations Recommended 2010-11</b>	<b>Change</b>	<b>Reappropriations Recommended 2010-11</b>
State Operations	4,684,000	4,543,000	(141,000)	0
Aid To Localities	0	0	0	0
Capital Projects	0	0	0	0
Total	4,684,000	4,543,000	(141,000)	0

<b>ALL FUND TYPES PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM FILLED ANNUAL SALARIED POSITIONS</b>			
<b>Full-Time Equivalent Positions (FTE)</b>			
<b>Program</b>	<b>2009-10 Estimated FTEs 03/31/10</b>	<b>2010-11 Estimated FTEs 03/31/11</b>	<b>FTE Change</b>
Administration			
General Fund	38	38	0
Total	38	38	0

# PUBLIC EMPLOYMENT RELATIONS

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

<u>Fund Type</u>	<u>Available 2009-10</u>	<u>Recommended 2010-11</u>	<u>Change</u>
General Fund	4,116,000	3,968,000	(148,000)
Special Revenue Funds - Other	568,000	575,000	7,000
Total	4,684,000	4,543,000	(141,000)

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

<u>Program</u>	<u>Available 2009-10</u>	<u>Recommended 2010-11</u>	<u>Change</u>
Administration			
General Fund	4,116,000	3,968,000	(148,000)
Special Revenue Funds - Other	568,000	575,000	7,000
Total	4,684,000	4,543,000	(141,000)

## STATE OPERATIONS - GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 2010-11 RECOMMENDED (dollars)

<u>Program</u>	<u>Total</u>		<u>Personal Service Regular (Annual Salaried)</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	3,590,000	(58,000)	3,315,000	(58,000)
Total	3,590,000	(58,000)	3,315,000	(58,000)

<u>Program</u>	<u>Temporary Service (Nonannual Salaried)</u>	
	<u>Amount</u>	<u>Change</u>
Administration	275,000	0
Total	275,000	0

## STATE OPERATIONS - GENERAL FUND SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED APPROPRIATIONS AND CHANGES 2010-11 RECOMMENDED (dollars)

<u>Program</u>	<u>Total</u>		<u>Supplies and Materials</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	378,000	(90,000)	37,000	(26,000)
Total	378,000	(90,000)	37,000	(26,000)

<u>Program</u>	<u>Travel</u>		<u>Contractual Services</u>	
	<u>Amount</u>	<u>Change</u>	<u>Amount</u>	<u>Change</u>
Administration	52,000	(10,000)	262,000	(39,000)
Total	52,000	(10,000)	262,000	(39,000)

<u>Program</u>	<u>Equipment</u>	
	<u>Amount</u>	<u>Change</u>
Administration	27,000	(15,000)
Total	27,000	(15,000)

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**STATE OPERATIONS - OTHER THAN GENERAL FUND  
SUMMARY OF APPROPRIATIONS AND CHANGES  
2010-11 RECOMMENDED  
(dollars)**

<b>Program</b>	<b>Total</b>		<b>Personal Service</b>	
	<b>Amount</b>	<b>Change</b>	<b>Amount</b>	<b>Change</b>
Administration	575,000	7,000	240,000	100,000
Total	575,000	7,000	240,000	100,000

  

<b>Program</b>	<b>Nonpersonal Service</b>	
	<b>Amount</b>	<b>Change</b>
Administration	335,000	(93,000)
Total	335,000	(93,000)