

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 New York City. The Board will have a workforce of 41 positions for 1999-2000.

FISCAL BACKGROUND AND BUDGET HIGHLIGHTS

The Board receives 94 percent of its funding from the General Fund, which supports its mediation, fact-finding, and arbitration services and administrative costs.

The Executive Budget recommends \$3.3 million in General Fund support for the Board, and the Board's remaining expenses of \$192,500 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 435 of the 2,700 State and local contracts negotiated in 1997-98. 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 1998-99, the Board expects to receive approximately 150 petitions raising questions about representation and to conduct 20 elections for representation.

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EMPLOYMENT PRACTICES

The Board conducts hearings and renders decisions on improper practice charges, and expects to receive petitions on approximately 1,400 charges of improper employment and negotiating practices in the coming year. In 1997-98, the agency wrote over 300 decisions and closed, either by decision or settlement, over 1,100 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

Category	Available 1998-99	Appropriations Recommended 1999-00	Change	Reappropriations Recommended 1999-00
State Operations	\$3,419,600	\$3,499,900	+ \$80,300	. . . .
Aid To Localities . . . . .	. . . .	. . . .	. . . .	. . . .
Capital Projects . . . . .	. . . .	. . . .	. . . .	. . . .
Total	<u>\$3,419,600</u>	<u>\$3,499,900</u>	<u>+ \$80,300</u>	<u>. . . .</u>

ALL FUND TYPES LEVELS OF EMPLOYMENT BY PROGRAM ANNUAL SALARIED POSITIONS

Program	Available 1998-99	1999-00 Recommended Average Fill Level			Change
		Personal Service (Regular)	Maintenance Undistributed	Total Recommended 1999-00	
Administration					
General Fund	39	39	. . . .	39	. . . .
Special Revenue Funds — Other	2	2	. . . .	2	. . . .
Total	<u>41</u>	<u>41</u>	<u>. . . .</u>	<u>41</u>	<u>. . . .</u>

STATE OPERATIONS ALL FUNDS FINANCIAL REQUIREMENTS BY FUND TYPE APPROPRIATIONS

Fund Type	Available 1998-99	Recommended 1999-00	Change
General Fund	\$3,227,100	\$3,307,400	+ \$80,300
Special Revenue Funds — Other	192,500	192,500	. . . .
Total	<u>\$3,419,600</u>	<u>\$3,499,900</u>	<u>+ \$80,300</u>

STATE OPERATIONS ALL FUNDS FINANCIAL REQUIREMENTS BY PROGRAM APPROPRIATIONS

Program	Available 1998-99	Recommended 1999-00	Change
Administration			
General Fund	\$3,227,100	\$3,307,400	+ \$80,300
Special Revenue Funds — Other	192,500	192,500
Total	<u>\$3,419,600</u>	<u>\$3,499,900</u>	<u>+ \$80,300</u>

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STATE OPERATIONS — GENERAL FUND SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES 1999-00 RECOMMENDED

Program	Total Personal Service		Personal Service Regular (Annual Salaried)		Temporary Service (Nonannual Salaried)	
	Amount	Change	Amount	Change	Amount	Change
Administration	\$2,910,800	+ \$68,700	\$2,543,800	+ \$57,900	\$363,900	+ \$10,700
Total	\$2,910,800	+ \$68,700	\$2,543,800	+ \$57,900	\$363,900	+ \$10,700

Program	Holiday/Overtime Pay (Annual Salaried)	
	Amount	Change
Administration	\$3,100	+ \$100
Total	\$3,100	+ \$100

STATE OPERATIONS — GENERAL FUND SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED APPROPRIATIONS AND CHANGES 1999-00 RECOMMENDED

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	\$396,600	+ \$11,600	\$30,900	+ \$900
Total	\$396,600	+ \$11,600	\$30,900	+ \$900

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	\$51,500	+ \$1,500	\$114,200	+ \$9,200
Total	\$51,500	+ \$1,500	\$114,200	+ \$9,200

Program	Maintenance Undistributed	
	Amount	Change
Administration	\$200,000	. . . .
Total	\$200,000	. . . .

STATE OPERATIONS — OTHER THAN GENERAL FUND SUMMARY OF APPROPRIATIONS AND CHANGES 1999-00 RECOMMENDED

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	\$192,500	. . . .	\$50,000	. . . .
Total	\$192,500	. . . .	\$50,000	. . . .

Program	Nonpersonal Service	
	Amount	Change
Administration	\$142,500	. . . .
Total	\$142,500	. . . .