THE TAYLOR LAW

Highlights of the Year

Under the Taylor Law, in its second year, the New York State Public Employment Relations Board:

- helped settle 635 disputes (66 in last four months of 1968, 569 in 1969) arising out of contract negotiations with a minimum of work stoppages
- conducted representation elections for some 140,000 State employees
- began administration of a new provision protecting the rights granted to public employees under the Taylor Law
- certified employee organizations representing employees in the five State negotiating units, the State Thruway Authority, the State Police, and the City University of New York, as well as in numerous local governments and school districts.

ABOUT THE BOARD

The New York State Public Employment Relations Board was created under Section 205 of the Taylor Law. It began operations on September 1, 1967. By statute the Board is responsible for resolving disputes arising out of contract negotiations. PERB also is required to establish rules of procedure to guarantee the right of public employees to organize for purposes of representation and collective negotiations. Moreover, the Board serves in a quasi-judicial role in determining violations of the no-strike provision of the statute and in settling charges of unfair labor practices. It also hears appeals from decisions of the Director of Public Employment Practices and Representation.

The Board consists of three members who are appointed by
the Governor for six-year terms. Not more than two members may be of the same political party. The Chairman, Dr. Robert D. Helsby, is the only full-time member. The other two members are Professor Joseph R. Crowley and George H. Fowler.

<table>
<thead>
<tr>
<th>Members</th>
<th>Residence</th>
<th>Term Expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Robert D. Helsby, Chairman</td>
<td>Latham</td>
<td>May 31, 1975</td>
</tr>
<tr>
<td>Joseph R. Crowley</td>
<td>Yonkers</td>
<td>May 31, 1971</td>
</tr>
<tr>
<td>George H. Fowler</td>
<td>New York City</td>
<td>May 31, 1973</td>
</tr>
</tbody>
</table>

The Board is the policy-making body for the administration of the Taylor Law. The Chairman serves as the chief administrative officer, in addition to his other responsibilities.

**AMENDMENTS TO THE LAW**

A prohibition against certain practices by governmental employers and unions was added to the Law by the 1969 session of the Legislature. The Legislature also enacted amendments to the Taylor Law which increased penalties on employee organizations and employees engaging in strikes and provided additional impasse procedures for negotiations.

**IMPROPER PRACTICES**

Improper practices for a government employer now include:

1. refusing to negotiate in good faith with a recognized or certified union;
2. interfering with employees' rights to join and participate in or refrain from joining or participating in a union for the purpose of depriving employees of their rights;
3. interfering with the formation or administration of a union for the purpose of depriving employees of their rights and
4. discriminating against
any employee to affect membership or participation in the activities of any employee organization.

For an employee organization, it is an improper practice: (1) to refuse to negotiate in good faith, or (2) to interfere or to attempt to cause a public employer to interfere with the employees’ right to join or refrain from joining a union.

CONCILIATION PROCEDURES

Three important changes in the impasse section of the Taylor Law were made by the 1969 Legislature. One provides that an agreement between an employer and union on procedures to resolve an impasse may include a provision to submit unresolved issues to impartial arbitration, while another allows a five-day waiting period before a fact-finding report must be made public. This replaces the mandate that the report of a fact-finding panel must be transmitted to the parties and made public simultaneously.

The other major amendment, and one which has substantial impact on the impasse procedures, is the formalizing of the legislative “show-cause” hearing if the processes of mediation and fact-finding fail to bring about a resolution of the dispute. Previously, upon rejection of a fact-finding report the chief executive officer of the government involved was required to submit the fact-finder’s report, along with his own recommendations for settling the dispute, to the appropriate legislative body. The employee organization was afforded the same opportunity. The impasse procedures legally ended at this point. The statutory impasse procedures did not define any procedural role for the legislative body, nor did they attempt to define the relative weight to be accorded to the fact-finder’s recommendations.

The Taylor Law, as amended, provides the legislative “show-cause” hearing as an additional step in the impasse procedure. After submission of the fact-finder’s report and recommenda-

tions by the chief executive officer and the employee organization, if an impasse still exists, the parties are required to explain their positions at the “show-cause” hearing. “Thereafter, the legislative body shall take such action as it deems to be in the public interest, including the interest of the public employees involved.”

NEW YORK CITY

Amendments to the Taylor Law also require the Mayor of New York City to provide a plan designed to bring the practices of the City’s Office of Collective Bargaining (OCB) into “substantial equivalence” with the Taylor Law. On December 1, 1969, PERB issued its report regarding the Mayor’s proposals. The plan, submitted by the Mayor August 1, 1969, seeks broader authority for OCB to cover all public and quasi-public agencies which supply municipal services to New York City.

There are some 50 mayoral agencies employing 160,000 public employees; an additional 29 non-mayoral agencies, with 140,000 employees, are under PERB’s jurisdiction. PERB is in general agreement with the Mayor’s proposal which would put all 300,000 employees under OCB’s jurisdiction.

PERB has reservations about empowering OCB to render final and binding decisions to settle deadlocked negotiations, based upon recommendations of an impasse panel or the Board of Collective Bargaining. However, because of the unique labor relations experiences of New York City and the need for experimentation PERB suggested that this proposal be adopted on an experimental basis for New York City only. The Board also agrees with a recommendation for continuation of New York City’s exclusion from budget submission date requirements of the Taylor Law.

Other provisions of the overall plan call for freedom of the parties to devise their own impasse procedures, and the enactment of State legislation allowing New York City to negotiate agency shop agreements. PERB accepts the first suggestion,
but urges that the agency shop should be permitted throughout the State or not at all.

The Board and the Mayor also favor extension of OCB's jurisdiction over improper practices beyond the March 1, 1970 expiration date with the provision that decisions can be reviewed by PERB upon appeal.

In an additional matter, not covered by the Mayor in his report, the State PERB recommended that the responsibility of the Board to determine whether, and for how long, dues deduction privileges should be forfeited in connection with work stoppages be extended to cover employee organizations under the jurisdiction of OCB.

**PENALTIES**

The 18-month maximum period for loss of dues check-off for a striking employee organization was deleted from the Taylor Law in 1969 leaving to the discretion of PERB (or the court) the length of the suspension. Factors to be considered by PERB in fixing the duration of the dues deduction forfeiture also were clarified.

The amendments also deleted the $10,000 maximum a union could be fined for each day of a strike, leaving the amount of the fine to be fixed at the discretion of the court.

Penalties also were set forth for individual employees engaging in a strike or for supervisory or managerial employees consenting to a strike. These include loss of two days' pay for each day on strike (one day's pay for being absent, and the other as a penalty), and probation for one year without tenure. Provision was made, however, that teachers and others subject to the Education Law have the same probationary protection as other public employees (probationers may not be discharged during probationary term except after a hearing and for cause). Furthermore, striking public employees may be subject to removal or other disciplinary action provided by law for misconduct.

A taxpayer could institute an Article 78 proceeding for a court review of the failure of a governmental agency to impose the penalties or to seek injunctive relief.

The constitutionality of the amended penalty section of the Taylor Law is currently being challenged in the courts by two teacher organizations. Each action is aimed specifically at Section 210.2(g) which provides for withholding two days' pay for each day an employee is on strike.

**PERB RULES REVISED**

To implement the amendments to the Taylor Law the Public Employment Relations Board revised its Rules of Procedure, effective September 1, 1969.

The Rules set forth procedures to be followed in dealing with alleged improper practices that are prohibited for employers and employee organizations. Certification without an election is now limited to a representation case involving a single employee organization. In other cases, elections are mandated.

**PEACEFUL SETTLEMENT OF CONTRACT DISPUTES**

PERB's Coniliation Section experienced increased activity during 1969 in the number of impasses which came to the Board. In school districts alone there was a 78 percent rise in the number of negotiations disputes, but despite this, all of the State's public schools opened on schedule in the fall.

From September 1, 1968 through December 31, 1968, PERB helped to achieve agreement in 66 negotiating deadlocks—10 prior to mediation, 48 through mediation, 3 prior to formal fact-finding, and 5 in fact-finding. Of the 569 cases closed during calendar year 1969, 30 were resolved prior to mediation, 258 through mediation and 281 through fact-finding.
School districts accounted for more than two-thirds of the conciliation activity; the remainder consisted of disputes involving cities, counties, towns, villages and other governmental entities such as water districts, authorities, sanitation districts, fire districts and park commissions.

Of the 11 work stoppages in the fourth quarter of 1968, two did not involve contract negotiations. One, a walkout by teachers and supervisors in the New York City school system, in three separate actions, concerned social, economic and other issues.

On November 18, 1968 affiliates of Council 50, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO began a series of work stoppages at four State mental hospitals: Creedmoor, Bronx, Manhattan and Buffalo State Hospitals. The ten-day strike by ward attendants and non-professional workers involved representation issues.

The strike was halted following PERB's bargaining unit determination issued on November 27. The Board's decision established five units for representation of State employees; PERB ordered that negotiations on an exclusive basis between the State and CSEA be discontinued.

The other nine strikes involved teachers and non-instructional employees in two school districts, and police, firemen, sanitation and highway workers, and probation and parole officers.

In 1969 there were eight walkouts in school districts. Three involved teachers, the others non-instructional personnel. The other four strikes in 1969 were by police, firemen and sanitation, water and sewer employees.

THE PERIOD covered by this report was not without a number of serious crises which resulted in work stoppages. In 1969 there were twelve work stoppages involving less than 2,000 employees; in the last four months of 1968 there were 11 strikes in which more than 60,000 employees took part, includ-
### PUBLIC EMPLOYEE WORK STOPPAGES, NEW YORK STATE 1968

<table>
<thead>
<tr>
<th>Date</th>
<th>Employer</th>
<th>Employees</th>
<th>Employees</th>
<th>Individuals</th>
<th>Duration (Work Days)</th>
<th>Man Days Lost</th>
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<td>1/22-1/24</td>
<td>Schenectady County</td>
<td>Glendale Nursing Home (Non-profess.)</td>
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<td>3/1-3/3</td>
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<td>Sanitation Workers</td>
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<tr>
<td>3/5-3/7</td>
<td>New York State</td>
<td>Mental Hygiene (Clerical, NYC)</td>
<td>160</td>
<td>3</td>
<td>480</td>
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<tr>
<td>3/26</td>
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<td>Bus Drivers</td>
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<tr>
<td>4/1-4/2</td>
<td>Town of Hempstead</td>
<td>Sanitary District</td>
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<td>286</td>
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<tr>
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<td>69</td>
<td>1/2</td>
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<tr>
<td>5/7-5/10</td>
<td>Lakeland School District</td>
<td>Teachers</td>
<td>35</td>
<td>4</td>
<td>140</td>
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<tr>
<td>5/7-5/15</td>
<td>Huntington School District</td>
<td>Teachers</td>
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<td>7</td>
<td>2,800</td>
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<td>5/28-6/28</td>
<td>New York City School Board</td>
<td>Teachers</td>
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<td>23</td>
<td>8,050</td>
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<td>6/10-6/11</td>
<td>Island Trees School District</td>
<td>Teachers</td>
<td>275</td>
<td>2</td>
<td>550</td>
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### PUBLIC EMPLOYEE WORK STOPPAGES, NEW YORK STATE 1968

<table>
<thead>
<tr>
<th>Date</th>
<th>Employer</th>
<th>Employees</th>
<th>Employees</th>
<th>Individuals</th>
<th>Duration (Work Days)</th>
<th>Man Days Lost</th>
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<tr>
<td>6/11-6/13</td>
<td>Suffolk County Water Authority</td>
<td>All</td>
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<tr>
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<td>Town of Mamaroneck</td>
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<td>1</td>
<td>12</td>
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<tr>
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<td>1</td>
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<tr>
<td>8/30</td>
<td>Town of Huntington</td>
<td>Highway Department</td>
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<tr>
<td>9/5</td>
<td>Middle County School District</td>
<td>Bus Drivers</td>
<td>26</td>
<td>1</td>
<td>26</td>
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<tr>
<td>9/9-11/18</td>
<td>New York City School Board</td>
<td>Teachers and Supervisors</td>
<td>53,000(^1)</td>
<td>35</td>
<td>1,860,000</td>
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<td>9/10</td>
<td>City of Buffalo</td>
<td>Police</td>
<td>600</td>
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<tr>
<td>10/11</td>
<td>City of Tonawanda</td>
<td>Sanitation Workers</td>
<td>17</td>
<td>1</td>
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<td>10/12-10/21</td>
<td>Bethpage School District</td>
<td>Teachers</td>
<td>166</td>
<td>10</td>
<td>1,660</td>
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<tr>
<td>10/21-10/26</td>
<td>New York City</td>
<td>Police</td>
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<td>6</td>
<td>15,600</td>
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<tr>
<td>10/28-11/14</td>
<td>New York City</td>
<td>Sanitation Workers</td>
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<td>14</td>
<td>5,600</td>
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<tr>
<td>11/6</td>
<td>Town of Babylon</td>
<td>Highway Department</td>
<td>400</td>
<td>1</td>
<td>400</td>
<td></td>
</tr>
<tr>
<td>11/18-11/27</td>
<td>New York State</td>
<td>Mental Hygiene (Attendants)</td>
<td>2,800</td>
<td>10</td>
<td>28,000</td>
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<tr>
<td>11/22</td>
<td>City of Troy</td>
<td>Firemen</td>
<td>...</td>
<td>2 hrs.</td>
<td>...</td>
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<tr>
<td>12/18</td>
<td>New York City</td>
<td>Probation and Parole Officers</td>
<td>500</td>
<td>1</td>
<td>500</td>
<td></td>
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</tbody>
</table>

\(^1\) New York State Labor Department estimate — includes custodians and other affected personnel.
**DUES FORFEITURE**

While the Taylor Law authorizes either the government entity involved or PERB to file charges against striking public employee organizations, all but three charges were filed by PERB's Counsel during the sixteen months covered by this report. Counsel's Office brought 12 charges (eight in 1969 and four in the period September 1, 1968 to December 31, 1968). In addition, Counsel's Office investigated ten other instances of suspected strike activity.

The State PERB issued determinations in 12 strike proceedings finding 11 employee organizations guilty of violation of the "no-strike" provision of the Taylor Law. In one proceeding, involving the Troy City firemen, the Board, for the first time under the Taylor Law, determined that because of acts of extreme provocation by the employer, no penalty would be assessed.

In November 1968, the State Board ordered loss of dues check-off for 12 months for the Associated Teachers of Huntington and dismissed charges against the union of utility workers employed by the Suffolk County Water Authority.

In 1969, the Board ordered dues forfeiture for the Town of Mamaroneck Police Benevolent Association for six months; the National Maritime Union in Huntington for six months; the United Federation of Teachers for 10 months; the Council of Supervisory Associations in New York City for eight months; the Bethpage Federation of Teachers for six months; Local 237 of the Teamsters for six months; Civil Service Employees' Association Chapters at Bronx, Brooklyn and Manhattan State Hospitals for six months; Island Trees Teachers Association for three months, and Tonawanda Local Council 46 of the Teamsters for six months.
140,000 State Worker Ballots in Mail

Court Upholds PERB's 5-Unit Plan

150,000 State Workers to Vote on Biggest Test Yet of Taylor Law

Taylor Law Lauded

N.Y. Public School Open on Schedule

Don't Strike!
MINI-PERBS

Counsel's Office reviewed the local public employment relations laws in 1969 to determine whether they met the requirements of the amended Taylor Law for "substantial equivalency" with the State PERB. Twenty-seven mini-PERBs, in addition to the New York City Office of Collective Bargaining, were in existence on September 1, 1968. White Plains repealed its procedures and dis-established its board in July, 1969. Amherst, Buffalo, Garden City, Lackawanna and the Buffalo Board of Education also have abolished their boards. Oswego County and the City of Middletown did not amend their local laws and were dis-established by the State PERB on December 31, 1969.

At the end of 1969 there were 16 local boards which had received approval from the State PERB. Approval of four others was pending. The mini-PERBs with approved amendments to their local legislation include the following counties: Broome, Delaware, Erie, Monroe, Nassau, Onondaga and Westchester. Local boards have also been approved for Freeport, Harrison, North Castle, North Hempstead, Oyster Bay, Port Chester, the Town of Rye, Syracuse and the Syracuse City School District.

IMPROPER PRACTICES

On September 1, 1969, PERB assumed authority granted by the Legislature to resolve disputes involving improper

LITIGATION

The state's Attorney General is primarily responsible for representing State agencies in court; however, in cases involving PERB, Counsel's Office renders assistance to the Attorney General in preparing affidavits and memoranda of law. Martin L. Barr was appointed as PERB's Counsel in October, 1968.

The Board was represented by its own attorneys in the litigation arising out of the State representation case. Of greatest import was CSEA v. Helsby, which involved the challenge by CSEA of the Board's five-unit determination for State employees. The litigation extended from the end of November, 1968 through June, 1969. Four other cases stemming from the State case were also handled by the Board's attorneys.

PERB's legal staff is currently involved in a controversy with the Administrative Board of the Judicial Conference regarding the question of whether the Taylor Law can constitutionally be made applicable to non-judicial employees of the Unified Court System.
labor practices by public employers or employee organizations. Paul E. Klein, Director of Public Employment Practices and Representation, has the responsibility of administering the improper practices section of the Taylor Law.

Prior to September, Counsel's Office investigated and determined all charges of reprisal involving activity protected by the Taylor Law. From the inception of the Law in 1967 until September 1, 1969, there were 71 reprisal charges filed. Thirty-four of these were dismissed after investigation, and five were withdrawn. Complaints were issued in 14 cases. The remaining 18 cases (nine of which arose out of a single incident) are now being processed under the new rules. Ten have since been withdrawn.

Twenty-eight new charges alleging improper practices were filed from September through December 1969. Twenty-four of these were against employers; two were by employers charging employee organizations with unlawful conduct, and two were filed by employees against employee organizations.

**ESTABLISHMENT OF NEGOTIATING UNITS**

Approximately 85 percent of all public employees in the State are now represented by employee organizations for purposes of collective negotiations. Since the Taylor Law went into effect in 1967, 450 representation petitions have been filed with the State PERB. Of this number, 66 were received in the last four months of 1968 and 108 in 1969.

Representation elections conducted by PERB for the last two calendar years were:

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<tr>
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<th>1968</th>
<th>1969</th>
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<tr>
<td>In-Person Elections</td>
<td>57</td>
<td>35</td>
</tr>
<tr>
<td>Mail Ballot Elections</td>
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<td>7</td>
</tr>
</tbody>
</table>

**REPRESENTATION OF STATE EMPLOYEES**

On September 23, 1969 PERB certified the Civil Service Employees' Association to represent State employees in four negotiating units, and the Security Unit Employees Council, American Federation of State, County and Municipal Employees, AFL-CIO in the fifth unit. Certification followed two years of litigation culminating in mail ballot elections held during the summer of 1969.

The proceedings began on November 15, 1967 when the State determined that all State employees would be divided into three negotiating units: (a) professional staff of State University (about 10,000); (b) the State Police (about 3,000), and (c) a "general unit" for all other State employees (about 124,000). No employee organization was recognized for the State University or State Police units. However, in the "general unit" CSEA was recognized as negotiating agent.

Almost immediately, 18 employee organizations challenged this determination, and a number of organizations petitioned PERB to halt all negotiations until the representation status dispute was resolved. PERB began hearings on November 20, 1967.

On November 30 the Board ordered the State not to negotiate with CSEA on an exclusive basis and to be neutral in its treatment of all employee organizations which filed timely petitions claiming representation rights.

CSEA challenged PERB’s rulings in Supreme Court, charging that PERB had exceeded its authority. The court ruled in favor of PERB; however, CSEA appealed this decision, and on
February 12, 1968, the Appellate Division, in a unanimous decision, overruled the Supreme Court, sustaining CSEA's position. PERB then took the matter to the Court of Appeals; on March 7, 1968 in a 5-2 decision, the Court of Appeals upheld the Appellate Division. Thus, the State's highest court ruled that PERB did not have the authority to halt negotiations at the time it did. The court did not rule on the merits of PERB's order.

The State resumed negotiations with CSEA in mid-March, and a wage increase, plus other benefits for all employees in the "general unit", were negotiated for fiscal year 1968-69.

PERB subsequently began a series of hearings and permitted all employee organizations and the employer to present witnesses and evidence supporting their petitions for bargaining units they sought. On August 28, 1968, Paul E. Klein, PERB's Director of Representation, rejected the "general unit" and the petitions of all challenging employee organizations. He proposed six negotiating units instead of one "general unit" or many fragmented units. Appeals from Mr. Klein's decision were made to the Board by most of the employee organizations and the State.

When the State began exclusive negotiations with CSEA for fiscal year 1969-70, Council 50, AFSCME demanded that the negotiations be terminated pending final outcome of the dispute involving representation status. On November 18, 1968 local affiliates of AFSCME began a walkout at four State mental hospitals, claiming that the State had violated a commitment to recognize CSEA for one year only.

The walkout was called off after the Board issued its unit determination on November 27. The Board established five bargaining units for State employees: Operational; Security; Institutional; Administrative, and Professional, Scientific and Technical. An order of the same date directed the State to halt exclusive negotiations with CSEA.

PERB's desist order and the unit determination were subsequentially challenged in Supreme Court by CSEA; the court upheld the Board, ruling that PERB had the power to halt negotiations and ruled that the unit determination was not reviewable at that time. This decision was overruled by the Appellate Division on March 10, 1969.

Meanwhile, the State announced that it would negotiate on an interim basis with both CSEA and Council 50, AFSCME on wages, health insurance and retirement. It also agreed to engage in discussions in limited areas with nine other employee organizations.

On May 16, 1969 the Court of Appeals affirmed the decision that PERB's determination was final and subject to review by the courts. The Board's unit determinations were then approved by the Appellate Division on June 4, and the Court of Appeals upheld this decision on July 1.

A mail ballot election was held during the week of July 28, 1969. Some 138,000 ballots were issued, making this one of the largest elections among public employees ever held in the United States. PERB's Office of Administration was largely responsible for setting up the complex administrative procedures necessary for an election of this magnitude. AFSCME was declared the winner in the Security Services Unit, and CSEA won the right to represent employees in the other four units.

CITY UNIVERSITY OF NEW YORK

Secret ballot elections were held by PERB on December 4 and 5, 1968 to select bargaining representatives for full-time tenured professional staff and the temporary instructional staff of the City University of New York. The United Federation of College Teachers (UFCT) and the Legislative Conference sought to represent both groups of professional employees.

UFCT was victorious in the election among the temporary instructional staff. However, neither employee organization obtained a majority of the valid ballots cast by the full-time
tenured staff. A run-off election, held December 17 and 18, resulted in the selection of the Legislative Conference as negotiating agent.

NEW YORK STATE THRUWAY

On December 28, 1968 mail ballot elections were conducted in each of two negotiating units of the New York State Thruway defined by PERB. Technical, professional and supervisory employees, comprising one unit, voted as to whether they desired to be represented for purposes of collective negotiations by CSEA or have no representative. CSEA received a majority of the valid ballots cast and was certified as the negotiating agent.

Toll collectors, maintenance and clerical employees, who made up the other unit, selected among the Teamsters, CSEA, and Local 1090, Council 50, AFSCME. No organization received a majority of the valid ballots cast; therefore, on January 23, 1969 a run-off election was held between CSEA and the Teamsters pursuant to the Rules of Procedure of the Board. CSEA received a majority, but on January 30, the Teamsters filed objections to the conduct of CSEA in the election. On May 27, 1969 the Director of Representation found that the allegations did not warrant overturning the election. This decision was subsequently affirmed by the Board, and CSEA was certified.

STATE UNIVERSITY OF NEW YORK

The State’s determination of November 15, 1967, which established a single bargaining unit for all academic and support personnel at 24 campuses of the State University, was upheld by PERB on October 8, 1969. The Board’s decision affirmed a similar determination made August 12, 1969 by PERB’s Director of Representation.

The Board rejected the concept of a “two-tiered” bargain-
RESEARCH AND ANALYSIS

PERB has a responsibility to undertake studies and analyses, and to act as a clearing house for information relating to wages, salaries and other conditions of employment of public employees throughout the State.

Employment data are maintained by the Research Office and are provided to mediators, fact-finders, employee organizations, public employers and joint study committees established by government and employee organizations.

Much of the information is already available or has been gathered by agencies and organizations in the labor relations field. PERB’s file of about 1500 agreements between public employers and their employees has been a primary source of such data.

During the past year the following surveys have been undertaken to fill gaps in existing information:

FRINGE BENEFITS REPORTS: Cities—1969 — general employees, police personnel, and fire-fighting personnel; Counties—1969 — general employees, county sheriffs’ department, and hospitals and institutions (also includes cities), and New York State Employees—1969—all employees except State University professionals.

SALARY SURVEYS: Cities—1969 — police (also includes major counties) and fire; Counties—1969 — deputy sheriffs, nurses, and probation officers; Towns and Villages—1969 — police; Housing Authorities—1969 — maintenance, clerical and professional personnel, and New York State Employees—1969 — classified service.

In addition, a study on grievance procedures among the counties has been published. This report is the first of a series and will be followed by similar reports dealing with grievance procedures negotiated in cities and in school districts.

Two other reports are presently in process. The first attempts to describe the current scope of public sector bargaining in New York State. The second deals with the problem of managerial, supervisory, and confidential exclusions from bargaining units. Both studies should be completed early in 1970.

INFORMING THE PUBLIC

To keep the public informed of the changes in the Taylor Law, PERB’s Public Information Office has prepared new

The Office of Public Information and Education is the Board's liaison with the news media. It serves as the vehicle through which PERB informs the public of activities under the Taylor Law.

Two significant conferences were developed and conducted by PERB, one of which was the Governor's Conference on Public Employment Relations in October 1968; it received international attention and attracted more than 800 persons. Some 30 of the most knowledgeable experts in private and public sector labor relations addressed the meeting. A comprehensive report, which stands as one of the major reference works available on the subject, was subsequently published and distributed.

In October 1969 about 100 labor relations leaders from across the nation and Canada convened in Saratoga, N. Y. to attend a Symposium on Public Employment Relations—a three-day meeting designed by PERB to explore in detail some of the major problems facing administrative agencies which have responsibility for implementing public sector labor statutes.

Both meetings were planned and managed by PERB's Office of Public Information and Education.

The Office of Public Information and Education also is the Board's agent for planning and conducting educational programs for PERB's Panels of Mediators, Fact-finders and Arbitrators. Periodically, such programs are conducted to bring PERB's 300 panel members abreast of changes in Board policies, the Taylor Law and to advise on significant rulings. Moreover, a series of orientation programs is provided for persons desirous of appointment to one of the panels.

An "on-the-job" training program in mediation and fact-finding has been initiated by the State PERB for college seniors and graduate students in labor relations. Under the program, selected students from eleven colleges and universities across the State have an opportunity to observe mediation and fact-finding sessions conducted by members of PERB's Panel of Mediators and Fact-finders.
PERB'S BUDGET

PERB's staff includes 58 full-time employees as of December 31, 1969; of these 30 are professional, the remainder being clerical.

During 1969 plans were made to relocate the offices in Albany to a new facility at 50 Wolf Road where appropriate office and conference room space will be available. Plans call for relocation in March, 1970. Regional offices are located in New York City and Buffalo.

The Office of Administration is charged with providing the necessary administrative and technical services to insure that the staff can operate effectively and efficiently in carrying out the Board's statutory responsibilities. Administrative services are provided in the areas of financial business, personnel and administrative management programs.

Expenditures during the last two calendar years were:

<table>
<thead>
<tr>
<th></th>
<th>1968</th>
<th>1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Service-Regular</td>
<td>$568,675</td>
<td>$683,534</td>
</tr>
<tr>
<td>Personnel Service-Temporary¹</td>
<td>$315,086</td>
<td>$463,061</td>
</tr>
<tr>
<td>Maintenance and Operation¹</td>
<td>$281,730</td>
<td>$290,115</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>$1,165,491</strong></td>
<td><strong>$1,436,710</strong></td>
</tr>
</tbody>
</table>

¹ Primarily panel mediators and fact-finders.
New York State
Public Employment Relations Board

- Albany Office
  50 Wolf Road
  Albany, N.Y. 12205

- New York City Office
  342 Madison Avenue
  New York, N.Y. 10017

- Buffalo Office
  125 Main Street
  Buffalo, N.Y. 14203

This report on the Taylor Law covers the period from September 1, 1968 to December 31, 1969. In the future, it is anticipated that reports will be made on a calendar year basis.