



THE MANAGER

www.nycmea.org

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MAYORAL CANDIDATES RESPOND TO MEA QUESTIONS

The New York City Managerial Employees Association sent the following questionnaire to nine Mayoral candidates. Here are the responses.

Paid Parental Leave (PPL) – When Mayor de Blasio imposed PPL on managerial employees, he funded it by revoking a scheduled 0.47% salary increase and revoking two of the 27 days of Annual Leave for managers with 15 or more years’ service. This was significantly more than the cost of PPL and the city could not justify the numbers. For example, when the UFT approved their most recent contract, PPL was funded only by the 0.47% in salary. No teacher lost any Annual Leave days.

Do you support returning the two lost days of Annual Leave?

Pay Plan for Managerial Employees – The Pay Plan for Managerial Employees (PPME) sets the City’s minimum and maximum salaries for managerial titles and levels.

Do you support revising PPME to address:

- (1) Salary compression and
- (2) The minimal salary increase of \$1,091 that is given to union-represented employees promoted to managerial titles, which is less than the usual 8% promotional raise?

Furloughs – Managers were forced to take a furlough without pay in 2020 which saved the city approximately \$32,000,000.

Will you support returning the pay for these five days to workers still on the payroll on June 30th, 2022?



Shaun Donovan

SHAUN DONOVAN

Every public employee is essential and I will fight for the rights and benefits of all. I recognize the critical role that managerial employees play in delivering essential services to the City of New York. I believe that all employees, whether union or not, should be treated fairly and compensated equitably for the jobs they do. All these prior actions will be considered as part of the overall personnel and fiscal policies that are in the best interest of the City.

KATHRYN GARCIA

PAID PARENTAL LEAVE (PPL)

I support expanding paid parental leave -- at full pay -- for all parents in NYC government. Paid family leave should be a right for both birth parents and non-birth parents, mothers and fathers, biological parents and adopted/foster parents, alike. As a manager in City government at the time the Paid Parental Leave program was created, I was proud to support its creation in 2016.

Paid parental leave provides support for new and growing families, helps to support mothers in the workplace, and provides critical bonding time and development for newborns and newly-adopted children at home. I believe we should be expanding parental and family leave programs, not rolling them back.

PAY PLAN FOR MANAGERIAL EMPLOYEES

Salary compression is a challenging issue throughout City government, and it must be addressed comprehensively.



Kathryn Garcia

I support increased transparency, equity and fairness in salary levels both within and across agencies. Where employees are stepping up and taking on additional work, additional responsibility, and additional span of control, they should be compensated for that commitment.

FURLOUGHS

I applaud our City’s managers for doing their part to help our City save jobs and prevent

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HELPING NEW YORKERS FIND A HOME

The MEA Profiles Pamela Ross

By Vanessa DeSantis

For as long as she can remember, Pamela Ross, Assistant Deputy Commissioner since 2018 at the NYC Human Resources Administration's (HRA) Housing and Homeless Services/Initiatives (HHSI), wanted to be in a position to make a difference somewhere. And for her, there was no better city to do that than New York.

Beginning her career in the child welfare arena, she was instantly troubled by the children stuck in foster care because of a shortage of housing for their families. "I wanted to be in an organization in an area to work with permanent housing," said Ms. Ross who began working in HHSI in 2006.

She credits her rise to a managerial role to her own hard work as well as great mentors and examples in leadership: the type of individuals who go beyond their job descriptions if someone needs help.

"I'm not the type who says it's not my job," said Ross. "If it's not my job, then I'll put people in touch with those who can assist them and follow up on the process."

What has changed the most about homelessness in the City?

According to Ms. Ross, under the de Blasio administration there's been an increase in permanent housing and more subsidies available. A focus on prevention has also been key.

"We want to keep families in permanent housing as well as move them there. That's very important."

Ms. Ross reports to the Deputy Commissioner of HHSI and is

responsible for several client populations, including the Emergency Assistance Unit. She also has a unit that works in the shelter intake facility for families that are seeking emergency shelter in addition to a team that works with homeless veterans, single adults and adult families.

In 2015, HHSI worked with the Department of Homeless Services and the Mayor's Office of Veterans Affairs among many other organizations that service veterans to address chronic veteran homelessness. It was part of the Federal "Opening Doors," plan under the Obama Administration — the first to prevent and end chronic veteran homelessness on a wide-sweeping, national level.

"We worked to move as many veterans into permanent housing and worked closely to get to functional zero," said Ms. Ross.

The plan has cut veteran homelessness by more than a third (36 percent) since 2010 -- making a notable impact in major cities like New York. It was one of Ms. Ross' proudest moments. That, and being promoted to Assistant Deputy Commissioner in October of 2018.

ON BEING MEA'S NEW DIRECTOR-AT-LARGE

Right now, Ms. Ross serves a dual role at the MEA as Chapter Director for HRA and Director-at-Large, a position she will fill until formal elections are held.

While acting as Director-at-Large she plans to take a more active role in recruitment and serving on many of the MEA's committees.

Losing managers to union titles, the MEA is keen on increasing membership. Executive Director Alice Wong has already begun leveraging social media to reach out to new agencies and managers.

Though the Pandemic makes in-person recruitment efforts challenging, Ross sees this as a temporary set-back.

"As the nation as a whole gets to some sense of normalcy, we hope to do outings where people can gather again," she said.

Ms. Ross appreciates MEA's unique role as the only advocacy group for New York City managers. She also enjoys its diverse network, which offers the chance meet other professionals at HRA she wouldn't normally know: social service workers, accountants, research scientists, among many others.

"You're aware of all that happens at your agency as well as the City," she said. "It's not just your little world; there's so much more that goes on."



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layoffs during the COVID-19 crisis. Now that the City's finances are on more solid footing, I believe we should allow managers to begin to buy back their furloughed time using current or future annual leave balances to make up for lost income while keeping the City's budget whole.



DIANNE MORALES PAID PARENTAL LEAVE (PPL)

I support PPL but do not think it should be funded at the expense of other New Yorkers. I support returning the two lost days of annual leave and funding PPL through other measures, such as reductions in the NYPD budget and lobbying for increased taxation power in Albany.

PAY PLAN FOR MANAGERIAL EMPLOYEES

Yes.

FURLOUGHS

Yes, I support returning these 5 days' pay. Our biggest failure on the Federal, State, and Municipal level was by not paying people to stay home safely. When our "economy" shut down, we should have made sure that our most vulnerable employees didn't shoulder the burden of economic loss by losing their jobs, being furloughed, or having income stripped away. Like I listed above, I will work to rebuild

New York City's social safety net while also increasing worker protections. A recovery cannot happen through austerity measures. Our government is currently a government for the few — the rich have gotten richer while the rest of us have suffered. I will not continue this and will reject any cost saving measures carried on the backs of the working class. Our "recovery" should not come by an austerity budget and government for some while the rich have gotten richer during this pandemic while the poor have gotten poorer.

MAYA WILEY PAID PARENTAL LEAVE (PPL)

Paid Parental Leave (PPL) is a necessary and important benefit. My administration will regularly review the managerial wage and benefit structure to assure that it meets the needs to manage the City effectively, including ways to ensure PPL is provided without a loss in annual leave benefits.

PAY PLAN FOR MANAGERIAL EMPLOYEES

It is crucial to recognize and fairly compensate managerial employees — you are critical to delivering both City services and the goals of my administration. You must be compensated fairly and paid competitive compensation to ensure that the City can attract and retain excellent leaders to these very important positions. I believe strongly in partnership and will work with you to re-assess the existing wage and benefit structure including the issues of salary compression and required promotional increases.

FURLOUGHS

Government employees, including managers, are essential

workers who have played a crucial role in ensuring that our City can get through the crisis of COVID. The sacrifice and hard work that has gone into the last year can not be overstated and should be respected. I do not agree with the mandatory furloughs this administration instated and would have looked at other ways to save money during the economic crisis. I was particularly concerned that these furloughs were apparently enacted without any discussion or negotiation with managerial employees. Work should pay and we cannot get out of this economic crisis through austerity. Especially in light of the recent federal funding, I believe the current administration should direct some of the federal assistance toward reimbursing managerial workers who were forced to furlough.



Maya Wiley

**Primary Day is
Tuesday, June 22
Election Day is
Tuesday, November 2
Make sure you are
registered to vote
and that your
information is correct!**

Visit:

bit.ly/NYS_Register_2_Vote



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BACK TO WORK, EARLY RETIREMENT INCENTIVES AND FURLONGHS

By Vanessa DeSantis

Many MEA members were relieved to hear Mayor de Blasio announce that New York City managers who had been furloughed during the pandemic would be paid back for their lost hours.

Last summer roughly 9,500 Managers had to take five days of furlough due to New York's severe economic losses during the pandemic. The federal COVID relief package directed \$6 billion in relief to the City, allowing for the payback. In June, city employees who took unpaid furlough days will be able to sign up to reclassify this time to be paid back in July.

"Like all New York City employees, managers have sacrificed during these trying times," said MEA President Shelly Shulman. "We had felt the furlough was unfair as it pertained only to managers."

City Managers work without overtime compensation and often six or seven days a week, he said. Most are on call 24/7, even while on vacation or furlough and many of those managers continue to work as first responders. "Annual income for managers is often less than their immediate subordinates."

EARLY RETIREMENT INCENTIVES

Managers may have new incentives to retire early, signed into law by Governor Cuomo in April. The City of New York has until May 31st to elect to participate in the Early Retirement Incentive program and establish an Open Enrollment Period for eligible employees. The NYC Board of Education (DOE) has until June 30th.

If and when our Mayor signs the executive order the MEA will update members accordingly. Once procedures have been posted, members will then be able to schedule a Zoom seminar with MEA's Pension Consultant Jay Warshofsky to help answer any questions. Mr. Warshofsky also offers a wide-range of pension counseling services.

For more information visit:

bit.ly/NYCER_Early

or contact the MEA office.

BACK TO WORK

As more and more New Yorkers are vaccinated against the coronavirus and fewer new cases are diagnosed, many City agencies have opened their doors and allowed more employees to return to the office. Here are some

things to keep in mind to stay safe as you go back to work, according to City protocols and guidance:

GET VACCINATED. City employees are strongly encouraged to be vaccinated. Get tested regularly if you're not vaccinated — even if you don't have symptoms.

STAY HOME IF YOU'RE FEELING UNWELL and only leave for essential errands such as short visits to the pharmacy and grocery store or medical emergencies.

KEEP SIX FEET OF DISTANCE between yourself and co-workers.

WEAR A FACE MASK. Face masks are still required for unvaccinated people in many shared spaces in New York State, such as public transportation.

CARRY SANITIZER and wash your hands frequently.

AVOID ALL NON-ESSENTIAL TRAVEL.

DISINFECT WORKSPACES and surfaces before and after use.

For more information visit:

bit.ly/Office_NYC_2021

for a comprehensive guide to managing a safe return to the office in the era of COVID-19.