

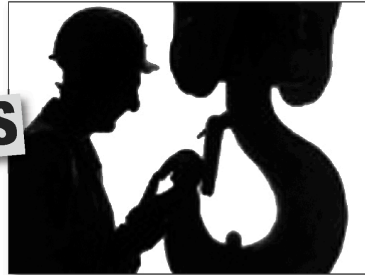
For Governor Paterson

it's not about the money
or getting the best value for New York's taxpayers.
If it were, the governor wouldn't be ignoring the savings!



New York State Public Employee
Civil Engineer I / II
Hourly Rate: \$49

VS



Costly Consultant - Civil Engineer
Hired by State - Hardesty & Hanover, LLP
Hourly Rate: \$136

178%!
MORE!



New York State Public Employee
Information Technology Specialist 3
Hourly Rate: \$50

VS



Costly Consultant - Computer Software Engineer
Hired by State - IBM Corporation
Hourly Rate: \$113

126%!
MORE!



New York State Public Employee
Information Technology Specialist 3
Hourly Rate: \$50

VS



Costly Consultant - Computer Software Engineer
Hired by State - Unisys Corporation
Hourly Rate: \$119

138%!
MORE!

The governor says the state can't afford 8,700 state workers, but *can* afford to continue to pay private consultants at a much higher cost, including built-in yearly raises of 4 to 5 percent.

Governor, Cut the Waste, Not the Workers!



New York State
Public Employees Federation, AFL-CIO
Representing 59,000 professional, scientific, and technical employees
Kenneth Brymen President
Arlea Igoe Secretary-Treasurer



What is PEF's position on the governor's demand for concession vs. layoffs?

PEF's position is there are many ways the governor can achieve his stated need of a \$481 million reduction that do not include concessions or layoffs. The governor has other choices to close the deficit; he is choosing not to discuss these options and instead is intent on punishing the state workforce.

What has PEF offered the governor as an alternative to layoffs or concessions?

PEF has offered the governor many alternatives. We showed the governor ways to save up to \$700 million annually by reducing the number of contract consultants. We have suggested the Voluntary Reduction in Work Schedule program (VRWS) be expanded. By allowing our members to more easily access the VRWS program, the state could save at least \$70 million annually. We have explained how expanding the Over-40 Comp Time program to areas such as on-call/recall would also save the state considerable amounts of money.

The governor refuses to consider these options at this time.

Why won't PEF re-open the contract?

PEF will not re-open the contract while the state has other options to reduce the deficit. The state is not like a private-sector company facing bankruptcy. The recently passed state budget increased spending by more than \$10 billion, yet the governor still wants state workers to give up negotiated benefits equal to \$481 million. If PEF were to re-open our contract and negotiate concessions, our contract would become a meaningless document. What would be the point of having a contract if the governor could force us to give up any gains by threatening to layoff our members? More important, the governor is not seeking to renegotiate. He is simply seeking concessions. Negotiation is about seeking agreement in the context of the entire agreement. Stripping

away one key component of the balanced package undermines the negotiation process.

What are the governor's demands?

The governor is demanding PEF accept a five-day lag in pay and a Tier V or give up one-half of our negotiated raises for the next two years and a Tier V. If PEF gives these up, the governor offers a guarantee of no layoffs for one year if we accept the lag, and for two years if PEF accepts the reduced negotiated raises. The problem is, (1) if we re-open our contract, we essentially nullify the contract and, (2) we can't trust the governor's "guarantee." When facilities/programs close, our members will be subject to layoffs irregardless of any agreement. If the fiscal situation deteriorates further, the governor may be forced to make further reductions and those will be accompanied by layoffs. When we pressed the issue and asked how "no layoffs" could be guaranteed, the governor could not answer the questions.

Why is the governor making these demands?

This is a difficult question to answer. It is not to save money. PEF and CSEA have offered ways to save more than the \$481 million the governor claims he needs to save. The bottom line is the demands make no sense. It seems to be a bullying maneuver to simply show the state can push the unions around to obtain concessions that are not really needed. Perhaps the governor is trying to improve his poll numbers in advance of his next election.

How can I contact the governor?

His address is:

David A. Paterson
State Capitol
Albany, NY 12224

His phone number is: 518-474-8390

To e-mail the governor, copy the following link into your browser's address window.

<http://161.11.121.121/govemail>