

REMARKS

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GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS

PUBLIC HEARING OF THE ASSEMBLY SUBCOMMITTEE ON

AFFIRMATIVE ACTION

JANUARY 19, 1988

LEGISLATIVE OFFICE BUILDING

HEARING ROOM C

1:00 PM

GOOD AFTERNOON.

I APPRECIATE THE OPPORTUNITY TO PARTICIPATE WITH YOU IN EXAMINING THE STATUS OF AFFIRMATIVE ACTION IN THE NEW YORK STATE WORK FORCE.

TO ME, AFFIRMATIVE ACTION IS NOT AN ABSTRACT CONCEPT. IT IS NOT STATISTICS, GOALS, REGULATIONS, AND LEGAL DECISIONS. AFFIRMATIVE ACTION IS A LIVING CONCEPT. IT IS PEOPLE RECOGNIZING THEIR SHARED HUMANITY, THEIR SHARED COMMUNITY OF INTEREST, THEIR SHARED RESPONSIBILITY FOR THE PRESENT AND THE FUTURE, AND ACTING ACCORDINGLY.

GOER'S PRIMARY MISSION IS THE NEGOTIATION, IMPLEMENTATION, AND ADMINISTRATION OF THE STATE'S COLLECTIVE NEGOTIATING AGREEMENTS WITH ITS EMPLOYEES. ADDITIONALLY, WE HAVE RESPONSIBILITY FOR DEVELOPING AND OVERSEEING TRAINING, COMPENSATION, AND BENEFIT PROGRAMS FOR THE STATE'S

MANAGEMENT/CONFIDENTIAL CADRE. IN CARRYING OUT OUR MISSION, WE STRIVE TO MAKE AFFIRMATIVE ACTION AN INTEGRATED PART OF THE STATE'S HUMAN RESOURCE MANAGEMENT SYSTEM.

NEW YORK STATE IS THE FOURTH LARGEST PUBLIC EMPLOYER AND THE ELEVENTH LARGEST EMPLOYER IN THE NATION. OUR ACTIONS BOTH IMPACT ON A LARGE NUMBER OF EMPLOYEES, THEIR FAMILIES AND THE CITIZENS, AND SERVE AS AN EXAMPLE TO OTHER EMPLOYERS, PUBLIC AND PRIVATE, ACROSS THE COUNTRY. WE TAKE THAT RESPONSIBILITY SERIOUSLY.

THERE CAN BE NO TRUE EQUALITY UNTIL THERE IS ECONOMIC EQUALITY. THE STATE DETERMINES THE RELATIVE WORTH OF WORK THROUGH THE CLASSIFICATION AND COMPENSATION SYSTEM ADMINISTERED BY THE DEPARTMENT OF CIVIL SERVICE. THAT SYSTEM WAS ESTABLISHED IN 1937 AND HAD NOT BEEN SUBJECT TO A MAJOR REVIEW SINCE THE 1950'S.

THE CONCEPT OF PAY EQUITY OR COMPARABLE WORTH WAS FAIRLY NEW, AND CERTAINLY CONTROVERSIAL, WHEN IN 1982 THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, IN COOPERATION WITH THE PUBLIC EMPLOYEE UNIONS, BEGAN TO ADDRESS THE ISSUE. WE THOUGHT IT REASONABLE TO ASSUME THAT A CLASSIFICATION SYSTEM WHICH HAD REMAINED BASICALLY UNCHANGED FOR DECADES WOULD REFLECT THE SOCIETY AT LARGE AND CONSCIOUSLY OR UNCONSCIOUSLY REFLECT TRADITIONAL VIEWS AND BIASES ABOUT WOMEN, MINORITIES AND WORK.

UNLIKE OTHER EMPLOYERS, NEW YORK STATE WAS NOT BROUGHT TO PAY EQUITY VIA THE COURTS. WE DETERMINED THAT IT WAS THE RIGHT THING TO DO AND WE DID IT.

THROUGH THE COLLECTIVE NEGOTIATIONS PROCESS AND FUNDING, TWO STUDIES WERE INITIATED, A COMPREHENSIVE EVALUATION OF THE STATE'S CLASSIFICATION AND COMPENSATION SYSTEM AND A SPECIFIC PAY EQUITY STUDY. IN THE SUBSEQUENT ROUND OF NEGOTIATIONS,

THE STUDIES WERE STILL UNDERWAY, BUT AGREEMENT WAS REACHED TO PROVIDE ONE PERCENT OF PAYROLL IN EACH OF THE SECOND AND THIRD YEARS OF THE 1985-88 AGREEMENTS WITH THE CIVIL SERVICE EMPLOYEES ASSOCIATION, THE PUBLIC EMPLOYEES FEDERATION, AND DISTRICT COUNCIL 37 AFSCME, TO IMPLEMENT PAY EQUITY AND IMPROVEMENTS TO THE STATE'S CLASSIFICATION AND COMPENSATION SYSTEM.

THE STUDY RESULTS DOCUMENTED THE NEED FOR CHANGE. THE CENTER FOR WOMEN IN GOVERNMENT, WHICH CONDUCTED THE PAY EQUITY STUDY, FOUND THAT APPROXIMATELY 75,000 EMPLOYEES IN SOME 185 TITLES DOMINATED BY WOMEN AND MINORITIES WERE UNDERVALUED. THE COMPREHENSIVE REVIEW OF THE STATE'S CLASSIFICATION AND COMPENSATION SYSTEM, CONDUCTED BY ARTHUR YOUNG AND COMPANY, FOUND THAT INEQUITIES DID EXIST IN THE WAY IN WHICH THE SYSTEM OPERATED AND THE WAY IN WHICH THE VALUE OF WORK WAS DETERMINED. IT RECOMMENDED A COMPLETE OVERHAUL OR REPLACEMENT OF THE SYSTEM.

WE ARE NOW IN THE IMPLEMENTATION PHASE. ALREADY, OVER 47,000 EMPLOYEES, MOST OF THEM WOMEN AND MINORITIES, IN 239 JOB TITLES HAVE SHARED IN PAY EQUITY ADJUSTMENTS.

IMPORTANTLY, THE SYSTEM HAS BEEN CHANGED. THIS WAS NOT A ONE-TIME EVENT, BUT AN ORDERING OF VALUES, MINUS BIAS AND STEREOTYPE, THAT WILL SERVE AS THE BASIS FOR PRESENT AND FUTURE CLASSIFICATION AND COMPENSATION DETERMINATIONS.

IT HAS NOT BEEN EASY AND THE RESULTS ARE NOT UNIFORMLY APPLAUDED, BUT THROUGH THESE EFFORTS WE HAVE SUBSTANTIALLY CONTRIBUTED TO EQUALITY OF ECONOMIC OPPORTUNITY IN THE STATE WORK FORCE.

IN ANNOUNCING THE IMPLEMENTATION OF THE PAY EQUITY PROGRAM IN APRIL, GOVERNOR CUOMO NOTED "THIS HISTORIC RECOGNITION OF THE ECONOMIC RIGHTS OF WOMEN AND MINORITIES IS TESTIMONY TO THIS STATE'S AND THESE UNIONS' DETERMINATION TO END PAY DISCRIMINATION FOREVER IN THE SERVICE OF NEW YORK

STATE GOVERNMENT. IT SETS A STANDARD THAT SAYS 'ALL EMPLOYEES MUST BE PAID FAIRLY FOR THE WORK THEY DO, WOMEN AND MINORITIES INCLUDED'."

WE TAKE PRIDE NOT ONLY IN THE RESULTS OF THE PAY EQUITY EFFORT, BUT ALSO IN THE COOPERATIVE PROCESS. WORKING TOGETHER, MANAGEMENT AND LABOR IDENTIFYING AND ELIMINATING BIAS AND INEQUITY IN THE SYSTEM UNDER WHICH WE ALL LIVE. THIS JOINT PROCESS IS ONE WE HAVE TURNED TO AGAIN AND AGAIN IN RECENT YEARS AND ONE WE WILL CONTINUE TO USE TO ADVANCE EQUALITY OF OPPORTUNITY IN THE STATE WORK FORCE.

IN ORDER TO ENSURE EQUALITY OF OPPORTUNITY IN EMPLOYMENT, WE MUST EXAMINE NOT ONLY EQUITY IN COMPENSATION, BUT ALSO EQUITY OF ACCESS. THE WORK FORCE IS CHANGING. IN THE LAST FIFTEEN YEARS, NEARLY TWO THIRDS OF ALL NEW JOBS NATIONALLY HAVE BEEN FILLED BY WOMEN AND MINORITIES. MARRIED WOMEN WITH YOUNG CHILDREN MAKE UP THE MAJORITY OF NEW

ENTRANTS TO THE LABOR MARKET. FIFTY PERCENT OF INFANTS UNDER ONE YEAR OF AGE HAVE MOTHERS IN THE WORKPLACE COMPARED TO TWELVE PERCENT IN 1950. SIXTY PERCENT OF SINGLE MOTHERS ARE WORKING.

IN NEW YORK STATE, IN 1980, FIFTY PERCENT OF ALL MOTHERS WITH CHILDREN UNDER 18 YEARS OF AGE WERE IN THE LABOR FORCE COMPARED WITH THIRTY-SIX PERCENT ONLY TEN YEARS BEFORE. MOTHERS WITH CHILDREN UNDER AGE SIX HAD THE GREATEST GAIN IN LABOR FORCE PARTICIPATION FROM TWENTY-THREE PERCENT IN 1970 TO THIRTY-SEVEN PERCENT IN 1980. THE PERCENTAGE OF NEW YORK STATE SINGLE-PARENT FAMILIES IS EXPECTED TO INCREASE FROM TWENTY-FOUR PERCENT IN 1980 TO TWENTY-NINE PERCENT IN THE YEAR 2000. IN NEW YORK STATE, HALF OF ALL BLACK CHILDREN LIVED WITH A SINGLE PARENT IN 1980 COMPARED WITH FORTY-TWO PERCENT OF ALL HISPANIC CHILDREN AND THIRTEEN PERCENT OF ALL WHITE CHILDREN.

IN ORDER TO PROVIDE EQUALITY OF ACCESS TO EMPLOYMENT, EMPLOYERS MUST ADDRESS THE REALITY OF THIS NEW AMERICAN FAMILY. NEW YORK STATE WAS AMONG THE FIRST TO ADDRESS THE NEED TO BALANCE THE INHERENT CONFLICTS BETWEEN WORK AND FAMILY.

THROUGH THE COLLECTIVE NEGOTIATIONS PROCESS, THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, IN COOPERATION WITH THE PUBLIC EMPLOYEE UNIONS, HAS SUPPORTED THE DEVELOPMENT OF A NATIONAL AWARD WINNING NETWORK OF WORKSITE DAY CARE CENTERS. THIRTY-ONE CENTERS NOW SERVE 2,200 CHILDREN. CENTERS TYPICALLY SERVE CHILDREN AGED EIGHT WEEKS TO AGE FIVE. SEVERAL CENTERS ALSO PROVIDE AFTER-SCHOOL AND ALL DAY SUMMER CARE FOR SCHOOL AGED CHILDREN, AS WELL AS CERTIFIED KINDERGARTEN PROGRAMS.

IN 1984, THE COUNCIL OF STATE GOVERNMENTS NAMED OUR LABOR-MANAGEMENT EFFORT, ONE OF THE NATION'S MOST INNOVATIVE

GOVERNMENT PROGRAMS. ONLY EIGHT PROGRAMS IN THE NATION WERE SO CITED.

WE BELIEVE RELIABLE, QUALITY CHILD CARE CONTRIBUTES TO GREATER EMPLOYMENT OPPORTUNITY, CAREER ADVANCEMENT, AND FULL PARTICIPATION. DURING THE CURRENT ROUND OF COLLECTIVE NEGOTIATIONS, WE WILL CONTINUE TO SUPPORT CHILD CARE AND TO FURTHER ADDRESS THE CRITICAL ISSUES OF AFFORDABILITY, AVAILABILITY, AND ACCESSIBILITY TO CHILD CARE BY OUR EMPLOYEES.

WE FIRMLY BELIEVE THAT TO ENSURE EQUALITY OF OPPORTUNITY, EMPLOYERS MUST RECOGNIZE AND ADDRESS THE INHERENT CONFLICTS BETWEEN WORK AND FAMILY RESPONSIBILITIES. I'M PROUD TO REPORT THAT NEW YORK STATE IS IN THE FOREFRONT, ON THE CUTTING EDGE, IN DEVELOPING THESE SUPPORTIVE, OR "FAMILY-FRIENDLY" POLICIES, AS WE HAVE COME TO CALL THEM.

MONEY MAGAZINE, IN 1985, NAMED NEW YORK STATE AS ONE OF TEN TERRIFIC EMPLOYERS IN THE NATION, SAYING, "A HANDFUL OF EMPLOYERS STAND OUT AS LEADERS IN MAKING THE UNAVOIDABLE CONFLICT BETWEEN JOB AND FAMILY EASIER TO BEAR..."

TO ADDRESS EMPLOYEE NEEDS FOR FLEXIBILITY, NEW YORK STATE OFFERS A FULL RANGE OF ALTERNATIVE WORK SCHEDULES INCLUDING FLEX-TIME, STAGGERED WORK HOURS, AND COMPRESSED WORK WEEKS. WE HAVE ALSO DEVELOPED, AN INNOVATIVE PROGRAM IN COOPERATION WITH THE UNION REPRESENTING THE STATE'S PROFESSIONAL, SCIENTIFIC, AND TECHNICAL WORKERS, WHICH PERMITS EMPLOYEES TO REDUCE THEIR WORK SCHEDULES BY FIVE TO THIRTY PERCENT WHILE REMAINING IN THEIR CAREER PATHS AND RETAINING MOST BENEFITS. APPROXIMATELY 1,000 EMPLOYEES PARTICIPATE, WITH EMPLOYEES REPORTING THAT THEY USE THIS EXTRA TIME TO PURSUE THEIR EDUCATION AND TO PROVIDE CHILD AND ELDER CARE.

THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS HAS MADE PARTICULAR EFFORTS TO ATTRACT PROTECTED CLASS MEMBERS TO JOIN US IN STATE SERVICE. WE ARE PLEASE TO ANNOUNCE THAT THIS YEAR, AFTER A LONG ABSENCE, THE PUBLIC MANAGEMENT INTERNSHIP PROGRAM HAS BEEN REVIVED. THIS IS A COOPERATIVE EFFORT OF MY OFFICE AND THE DEPARTMENT OF CIVIL SERVICE. THIS PROGRAM SEEKS TO ATTRACT TO STATE SERVICE EXCEPTIONAL MEN AND WOMEN WITH RECENT MASTERS OF PUBLIC ADMINISTRATION OR RELATED DEGREES. PUBLIC MANAGEMENT INTERNS PARTICIPATE IN A TWO-YEAR PROGRAM OF TRAINING AND JOB ASSIGNMENTS TO PREPARE PARTICIPANTS FOR MANAGEMENT POSITIONS OF INCREASING RESPONSIBILITY AND IMPACT IN THE STATE AGENCIES. TWENTY-FOUR INTERNS WERE CHOSEN IN JUNE FOR THE FIRST CLASS. AS A RESULT OF PLANNED, INTENSIVE OUTREACH, FIFTY PERCENT OF THE INTERNS ARE PROTECTED CLASS MEMBERS.

ANOTHER RECENT EFFORT TO ATTRACT PROTECTED CLASS MEMBERS WAS CARRIED OUT THROUGH THE GOVERNOR'S OFFICE OF HISPANIC

AFFAIRS. THROUGH A GRANT FROM OUR OFFICE, THE GOVERNOR'S OFFICE OF HISPANIC AFFAIRS DEVELOPED THE "CHALLENGES AND OPPORTUNITIES" PROJECT. THE PROJECT IS DESIGNED TO INCREASE SPECIFICALLY THE NUMBER OF HISPANIC EMPLOYEES WITHIN THE STATE WORK FORCE. A VIDEO DEVELOPED THROUGH THE PROJECT DEPICTS HISPANIC STATE EMPLOYEES AND THEIR FAMILIES DISCUSSING THE BENEFITS OF STATE EMPLOYMENT AND PRIMARILY THE QUALITY OF LIFE AND SENSE OF COMMUNITY WITHIN THE CAPITAL DISTRICT. IN ADDITION TO THE VIDEO, A MENTORSHIP PROGRAM HAS BEEN DEVELOPED TO FACILITATE THE TRANSITION FOR HISPANIC EMPLOYEES WHO RELOCATE TO THE ALBANY AREA.

TO QUOTE FORMER PRESIDENT LYNDON B. JOHNSON, "WE MUST OPEN THE DOORS TO OPPORTUNITY. BUT WE MUST ALSO EQUIP OUR PEOPLE TO WALK THROUGH THOSE DOORS." WE CONCUR. TRAINING HAS BECOME A CRITICAL COMPONENT OF MY OFFICE'S APPROACH TO ADVANCING AFFIRMATIVE ACTION. LET ME SHARE SOME EXAMPLES WITH YOU.

OUR JOINT APPRENTICESHIP PROGRAM, ANOTHER PROJECT DEVELOPED IN COOPERATION WITH A PUBLIC EMPLOYEE UNION, PROVIDES STATE EMPLOYEES WITH JOB TRAINING AND FORMAL INSTRUCTION OVER A THREE-YEAR APPRENTICESHIP IN SKILLED TRADES. SUCCESSFUL COMPLETION OF THE TRAINING GUARANTEES ADVANCEMENT TO THE JOURNEY LEVEL AS A STATIONARY ENGINEER, ELECTRICIAN, MOTOR EQUIPMENT MECHANIC OR LABORATORY MECHANICIAN. THIS PROGRAM PROVIDES EMPLOYEES WITH THE OPPORTUNITY FOR CAREER ADVANCEMENT AND AT THE SAME TIME SUPPLIES THE STATE WITH A RELIABLE SOURCE OF QUALIFIED TALENT. I'M PLEASED TO REPORT THAT TWENTY-FOUR PERCENT OF THIS YEAR'S GRADUATING CLASS WERE PROTECTED CLASS MEMBERS.

WE DETERMINED THAT PERSONS WITH DISABILITIES WERE A PROTECTED CLASS THAT HAD NOT FULLY SHARED IN THE OPPORTUNITIES AVAILABLE IN STATE SERVICE. IN ORDER TO BETTER EQUIP THEM TO REALIZE THEIR POTENTIAL, THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, AGAIN IN COOPERATION WITH PUBLIC

EMPLOYEE UNIONS, FUNDED "PROJECT REAP" WHICH STANDS FOR "REALIZING EMPLOYEE ACHIEVEMENT AND PRODUCTIVITY". THIS INNOVATIVE PROGRAM PROVIDES A WIDE RANGE OF CAREER COUNSELING AND DEVELOPMENT SERVICES THROUGH A CAREER CENTER IN ALBANY. BASED ON INDIVIDUAL NEEDS, THESE SERVICES INCLUDE CAREER COUNSELING, SELF-ASSESSMENT, VOCATIONAL TESTING, AND SPECIFIC TRAINING FOCUSING ON EMPLOYEE DEVELOPMENT AND ADVANCEMENT. IMPORTANTLY, STRONG EMPHASIS IS PLACED ON INVOLVING THE EMPLOYEE'S SUPERVISOR IN THE CAREER DEVELOPMENT PROCESS. REAP HAS DEMONSTRATED ITS VALUE TO THESE PROTECTED CLASS MEMBERS AND GOVERNOR CUOMO, IN HIS 1988-89 EXECUTIVE BUDGET, HAS RECOMMENDED ITS INTEGRATION INTO THE DEPARTMENT OF CIVIL SERVICE. WE URGE YOUR SUPPORT OF THAT RECOMMENDATION.

ALSO IN REGARD TO EMPLOYEES WITH DISABILITIES, THE DIVISION OF MANAGEMENT/CONFIDENTIAL AFFAIRS IN THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS HAS RECENTLY PURCHASED STATE-OF-THE-ART ASSISTIVE LISTENING DEVICES. THIS EQUIPMENT

ALLOWS THE HEARING IMPAIRED TO MORE FULLY PARTICIPATE IN MEETINGS, TRAINING, AND CONFERENCES BY SUBSTANTIALLY ENHANCING THEIR ABILITY TO ACCURATELY HEAR SPOKEN VOICES.

ANOTHER INNOVATIVE EXAMPLE OF EQUIPPING EMPLOYEES FOR ADVANCEMENT IS NOW BEING FINALIZED. BEGINNING THIS MONTH, THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, ALONG WITH THE OFFICE OF MENTAL HEALTH, THE OFFICE OF MENTAL RETARDATION AND DEVELOPMENTAL DISABILITIES, AND THE EDUCATION DEPARTMENT WILL BEGIN RECRUITMENT ACTIVITIES FOR A UNIQUE EDUCATIONAL AND EMPLOYMENT PROGRAM, THE CAREER OPPORTUNITY--PROFESSIONAL RECRUITMENT EDUCATION PROGRAM (CO-PREP). CO-PREP WAS DESIGNED TO INCREASE THE NUMBER OF AVAILABLE STAFF IN OCCUPATIONAL THERAPY AND PHYSICAL THERAPY ASSISTANT TITLES BY TRAINING AND ADVANCING DIRECT CARE STAFF CURRENTLY EMPLOYED BY THE OFFICE OF MENTAL HEALTH AND THE OFFICE OF MENTAL RETARDATION AND DEVELOPMENTAL DISABILITIES. WE ARE CONFIDENT THAT THIS WILL HAVE A POSITIVE IMPACT ON THE

UNDER-REPRESENTATION IN THE LICENSED PROFESSIONS IN THE WORK FORCE. WE WILL BE WATCHING THIS PROGRAM CLOSELY AND EVALUATING ITS POTENTIAL FOR FUTURE APPLICATION.

TO ACHIEVE FULL EQUALITY OF OPPORTUNITY, WE MUST PROMOTE UNDERSTANDING AND AN APPRECIATION OF DIVERSITY BY ALL EMPLOYEES IN THE WORK FORCE. TO THAT END, THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS HAS TAKEN A BROAD VIEW OF AFFIRMATIVE ACTION TRAINING. I'D LIKE TO SHARE SOME EXAMPLES WITH YOU. IN COOPERATION WITH THE CIVIL SERVICE EMPLOYEES ASSOCIATION, A TRAINING PROGRAM IS PROVIDED TO ALL SUPERVISORY PERSONNEL IN NEGOTIATING UNITS REPRESENTED BY THAT UNION. THE TRAINING PROVIDES INFORMATION AND SKILLS TO HELP CREATE WORKING CONDITIONS THAT WILL REDUCE CONFLICT AND STRESS, IMPROVE PRODUCTIVITY, AND MOTIVATE EMPLOYEES TO ATTAIN THEIR FULL POTENTIAL. A FULL FIFTH DAY OF TRAINING WAS INCLUDED IN THE PROGRAM TO ADDRESS AFFIRMATIVE ACTION ISSUES SUCH AS EXECUTIVE ORDERS, SEXUAL HARASSMENT, AND

REASONABLE ACCOMMODATIONS. THIS YEAR TWO OF THE PROGRAM INSTRUCTORS ARE VISUALLY IMPAIRED, PROVIDING ALL EMPLOYEES WITH GREATER UNDERSTANDING AND APPRECIATION OF THE POTENTIAL OF PERSONS WITH DISABILITIES. CASSETTE TAPES OF ALL WRITTEN MATERIAL WITH AUDIO TONING AND BRAILLE LABELINGS WERE DEVELOPED FOR THEIR USE. APPROXIMATELY 7,000 EMPLOYEES STATEWIDE HAVE ALREADY RECEIVED THIS TRAINING.

IN ORDER TO FULLY PARTICIPATE AND ACHIEVE, ALL EMPLOYEES MUST ENJOY A WORKPLACE FREE FROM DISCRIMINATION. IN THAT REGARD, THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS PROMULGATED THE FIRST STATEWIDE POLICY PROHIBITING SEXUAL HARASSMENT IN THE WORKPLACE. SUBSEQUENTLY, THE POLICY WAS ADOPTED AS EXECUTIVE ORDER 19 BY GOVERNOR CUOMO. THIS OFFICE ALSO PROVIDED FUNDING TO TRAIN THE WORK FORCE ON PREVENTION AND RESOLUTION OF SEXUAL HARASSMENT. ADDITIONALLY, IN FEBRUARY THE CENTER FOR WOMEN IN GOVERNMENT WILL INTRODUCE A PROFESSIONALLY DONE TRAINING FILM AND CURRICULUM ON SEXUAL

HARASSMENT PREVENTION. THE FILM, DEVELOPED WITH FUNDING FROM OUR OFFICE IN COOPERATION WITH PUBLIC EMPLOYEE UNIONS, USES CLIPS FROM THE CAGNEY AND LACEY TELEVISION SEGMENT ADDRESSING SEXUAL HARASSMENT IN THE WORKPLACE.

WE ARE ALSO ONE OF THE LEAD AGENCIES, ALONG WITH THE OFFICE FOR THE AGING, THE DEPARTMENT OF CIVIL SERVICE, AND THE DIVISION OF HUMAN RIGHTS, FOR THE IMPLEMENTATION OF THE STATEWIDE POLICY AGAINST AGE DISCRIMINATION IN THE WORKPLACE.

IN COOPERATION WITH THE STATE ADVOCATE FOR THE DISABLED AND THE DISABILITY AFFAIRS COMMITTEE OF THE AFFIRMATIVE ACTION ADVISORY COUNCIL, WE HAVE DESIGNED A BOARD GAME TO BE USED AS A TRAINING DEVICE TO INFORM EMPLOYEES AND MANAGERS OF THEIR RESPONSIBILITIES FOR MAKING REASONABLE ACCOMMODATIONS AVAILABLE TO EMPLOYEES WITH DISABILITIES. THIS TRAINING TOOL WILL BE FINALIZED BY JUNE, 1988 AND WILL BE AVAILABLE FOR USE BY ALL STATE AGENCIES.

THIS YEAR, OUR DIVISION OF MANAGEMENT/CONFIDENTIAL AFFAIRS IN A JOINT EFFORT WITH THE AFFIRMATIVE ACTION ADVISORY COUNCIL PROVIDED A SERIES OF TRAINING SESSIONS TO ENHANCE THE ABILITY OF AFFIRMATIVE ACTION ADMINISTRATORS IN FULFILLING THEIR RESPONSIBILITIES. WORKSHOP TOPICS INCLUDED CIVIL SERVICE LAW, FEDERAL AND STATE REGULATIONS, INVESTIGATING TECHNIQUES, INTERVIEWING SKILLS, EVALUATION OF ACCESSIBILITY FOR PERSONS WITH DISABILITIES AND STATISTICAL ANALYSIS. WE WILL CONTINUE TO WORK WITH THE COUNCIL TO DEVELOP ADDITIONAL TRAINING DURING THE CURRENT YEAR.

THE RANGE OF OUR EFFORTS IN REGARD TO SUPPORTING AFFIRMATIVE ACTION IS INDEED BROAD. IN COOPERATION WITH THE PUBLIC EMPLOYEE UNION REPRESENTING THE FACULTY AT THE STATE UNIVERSITY, GRANTS WERE RECENTLY AWARDED TO SIX STATE UNIVERSITY FACULTY MEMBERS IN AN EFFORT TO BOOST MINORITY AND PROTECTED CLASS EMPLOYEE RETENTION.

THE FIRST OF ITS KIND IN THE NATION, THE DR. NUALA MCGANN DRESCHER AFFIRMATIVE ACTION LEAVE PROGRAM WAS DEVELOPED TO HELP RETAIN TALENTED PROTECTED CLASS MEMBERS IN THE WORK FORCE OF THE STATE UNIVERSITY OF NEW YORK.

THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS IS IN A UNIQUE POSITION TO COMMUNICATE WITH THE STATE WORK FORCE. WE HAVE USED THAT POSITION TO GET THE WORD OUT ON AFFIRMATIVE ACTION ISSUES. OUR MONTHLY OER NEWS IS SENT TO APPROXIMATELY 51,000 EMPLOYEES. OUR DECEMBER EDITORIAL SPOKE TO THE ISSUE OF MANAGING A DIVERSE WORK FORCE. IN PRIOR EDITIONS WE HAVE ADDRESSED NUMEROUS AFFIRMATIVE ACTION ISSUES INCLUDING SEXUAL HARASSMENT, PERSONS WITH DISABILITIES AND REASONABLE ACCOMMODATIONS, VETERANS, HUMAN RIGHTS, AGE DISCRIMINATION AND NUMEROUS RELATED TOPICS.

NOW LET ME TALK SPECIFICALLY OF THE WORK FORCE OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS. AT PRESENT, OVER

TWO-THIRDS OF THE WORK FORCE ARE PROTECTED CLASS MEMBERS. TEN PERCENT ARE ETHNIC MINORITIES. ALMOST HALF OF THE PROFESSIONAL STAFF ARE WOMEN AND MINORITIES. FORTY-TWO PERCENT OF OUR WORK FORCE ARE MATURE WORKERS. PROTECTED CLASS MEMBERS ARE REPRESENTED THROUGHOUT THE ORGANIZATION. BOTH THE DIRECTOR AND THE EXECUTIVE DEPUTY DIRECTOR OF THE AGENCY ARE PROTECTED CLASS MEMBERS. SINCE MY APPOINTMENT IN AUGUST, I HAVE NOT YET HAD THE OPPORTUNITY TO MAKE MANY APPOINTMENTS. THE THREE NEW APPOINTMENTS THAT HAVE BEEN MADE HAVE BEEN PROTECTED CLASS MEMBERS.

I HAVE SHARED WITH YOU A SENSE OF OUR PROGRESS TO DATE. I ALSO WISH TO SHARE WITH YOU MY VIEW THAT THERE IS STILL MUCH TO DO. THE FUTURE IS OURS TO MAKE. AS THE DIRECTOR OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, I WILL CONTINUE TO WORK FOR THE ELIMINATION OF BARRIERS WITHIN THE SYSTEM AND TO CREATE A WORKPLACE ENVIRONMENT THAT RECOGNIZES DIVERSITY AND RESPECTS EACH EMPLOYEE. WE WILL STRIVE TO ENSURE THAT

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EMPLOYEES ENJOY EQUALITY OF OPPORTUNITY AND TO CREATE
OPPORTUNITY WHERE NONE NOW EXISTS.

I APPRECIATE THE OPPORTUNITY YOU HAVE GIVEN ME TODAY.
THANK YOU.