



**THE ORGANIZATION OF NYS
MANAGEMENT CONFIDENTIAL EMPLOYEES**

An Affiliate of OPEIU Local 153, AFL-CIO

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March 2, 2021

Honorable Governor Cuomo
The State Capitol
Albany, New York 12224

Dear Governor Cuomo:

On behalf of more than 10,000 Management and Confidential employees that serve this great State, the Organization of New York State Management/Confidential Employees (OMCE) respectfully requests that you take affirmative steps to retroactively restore performance advances (step increases) and longevity payments withheld in Fiscal Year 2021 and ensure that such payments are paid this April in the beginning of Fiscal Year 2022.

As we noted in our letter of November 24, 2020, State employees in positions designated Management or Confidential (M/C) continue to be treated disparately in matters related to compensation and benefits. While general salary increases for both union-represented and unrepresented employees were withheld in April 2020, M/C employees were singled out; union-represented employees received their performance advances (step increases) and longevity payments, while M/C employees were denied these modest payments.

M/C employees, along with their union counterparts, have met the challenge of providing vital State services during the COVID-19 pandemic. M/C employees are not blind to the severity of the State's fiscal situation. But they, too, deserve equal treatment and the respect that their union-represented counterparts have received. Our position has been and remains that employees of the State of New York must be treated consistently and equitably across the board; M/C employees can no longer be expected to bear a disproportionate burden of the financial pain. While any savings gained from withholding such modest payments is marginal in light of the budget shortfall, the consequences of these actions inflict substantial financial pain on M/C employees and their families. To be clear, OMCE is not asking for special treatment; it is simply requesting that M/C employees be treated no worse than any other employee group, unionized or not!

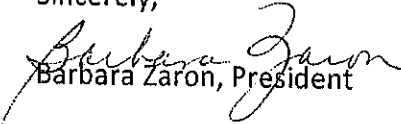
With the federal government's pledge to provide the State of New York with fiscal relief in the coming weeks, we are confident that steps can be taken in both word and action to restore withheld Fiscal Year 2021 performance advances (step increases) and longevity payments due M/C employees AND ensure that these payments for Fiscal Year 2022 are guaranteed. We look forward to your favorable reply.

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In closing, we urge you to correct this wrong and ensure that the M/C employees of the State are made whole. We thank you for your consideration of our request, your support of M/C employees, and your commitment to the working families of the State of New York.

Sincerely,


Barbara Zaron, President

cc: Robert F. Mujica, Director, Division of the Budget
Michael N. Volforte, Director, Governors of Employee Relations
Kelly Cummings, Director of State Operations