



**THE ORGANIZATION OF NYS
MANAGEMENT CONFIDENTIAL EMPLOYEES**

An Affiliate of OPEIU Local 153, AFL-CIO

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November 24, 2020

Honorable Governor Cuomo
The State Capitol
Albany, New York 12224

Dear Governor Cuomo:

The Organization of New York State Management/Confidential Employees (OMCE) approves of your action to defer your scheduled salary increase due to the budgetary shortfall caused by the COVID-19 pandemic. We agree that any deferral of salary increases experienced by rank-and-file employees of the State of New York should apply to elected officials as well. On behalf of our members, we appreciate your action and the leadership it demonstrates.

State employees in positions designated Management or Confidential (M/C) continue to be treated disparately in matters related to compensation. While all April 2020 salary increases for both union-represented and unrepresented employees were withheld, 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 understand the dire situation that the State faces and have collectively stepped up to meet the challenges. M/C employees work shoulder to shoulder with their union colleagues fighting the pandemic in facilities, nursing homes, and institutional settings, and in ensuring that needed services, including unemployment insurance and disability income, continue uninterrupted. M/C employees work overtime regularly without remuneration and continually risk exposure to COVID-19 infection as they contribute to the well-being of others at great potential cost to themselves and their families. They, too, deserve equal treatment.

It is a matter of fundamental fairness that ALL employees of the State of New York be treated consistently and equitably. M/C employees have demonstrated willingness to make the very same sacrifices as their union-represented coworkers. But they cannot be singled out to bear a disproportionate burden of the financial pain yet again! M/C employees do not ask for special treatment; they only ask to be treated no worse than any other employee group, unionized or not! If you believe that public employees of the State of New York should be treated fairly and equitably, I urge you to right this wrong and see that M/C employees are retroactively paid their modest longevity payments and performance advances due April 2020.

Thank you for your leadership and your tireless efforts on behalf of the Family of New York during these most critical times.

Sincerely,


Barbara Zaron, President

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