

AFFIRMATIVE ACTION

Affirmative Action -
Implementation of Affirmative Action System and Plan

PEF shall request that the joint committee convenes and that a plan be immediately developed to further examine the current status of African-Americans, Latinos, and all other protected classes in the PS&T.

Recommendations will be made by the PEF representatives to the joint committee to incorporate appropriate goals in each agency's work force management plan which reflect specific strategies to deal with the issue of equal employment representation of protected classes.

PEF reaffirms its commitment to affirmative action in policy statements and in its own employment practices and that affirmative action training will be included as a mandatory part of all officers and Stewards education and training.

Adopted: October 2006
 PEF Convention

Affirmative Action Policy

Whereas, a policy of discrimination against African-Americans, women, disabled Americans, and other minorities is party of the history of our society; and

Whereas, unions struggled along with civil rights leaders, human rights leaders and others as they fought to expose and eradicate the wrongs of a policy of discrimination; and

Whereas, a policy of Affirmative Action was legislated and implemented by federal, state and local governments to provide a level playing field and equal access for minorities and women in employment and other aspects of daily life; and

Whereas, the present mood of our society appears to heavily promote the dismantling of Affirmative Action policies, goals, and the reversal of some gains; and

Whereas, PEF has mandated a policy of Affirmative Action to promote, protect, and enhance the rights of all in a culturally diverse workforce:

Be it further resolved, that PEF will affirmatively act to prevent and combat all instances of discrimination and to rectify all vestiges of past discrimination.

Submitted by: Phyllis G. Roe

Adopted: October 25, 1995
PEF Convention

RESOLUTION #23
AFFIRMATIVE ACTION

WHEREAS, the Public Employees Federation is committed to the principle of equal opportunity; and

WHEREAS, the PEF Executive Board passed and PEF has therefore implemented an affirmative action policy in May of 1990 to promote the hiring of women and minorities; and

WHEREAS, the president of PEF, at the Executive Board meeting of August 2, 1991, publicly stated that he did not follow this affirmative action policy when hiring his new management staff; and

WHEREAS, the current PEF management structure is not representative of the demographics of this union:

THEREFORE BE IT RESOLVED, that from this day forth PEF shall reaffirm its commitment to the concepts of civil rights and equal opportunity for all protected classes; and

BE IT FURTHER RESOLVED, that the affirmative action policy already intact in PEF shall be consistently followed and honored by all PEF officers in regard to hiring practices and committee appointments.

Adopted
1991 PEF Convention
Oct. 29, 1991

Submitted by:

Diane Harvey, OME Reg. 9
Rosanne Kryjak, Education, Reg. 8
Vivienne Freund, DOL, Reg. 11
Haydee Montenegro Gonzalez, OME, Reg. 10
Pat Canaday, DOCS, Reg. 8
E. Susan Jeffords, Parole, Reg. 1-9
Janet Orlow, OME, Reg. 10
Robb Roberts, OME, Reg. 10
Mary Reid, OME, Reg. 12
Robert Weinbloom, DOH, Reg. 8
Nancy Dunton, DSS, Reg. 8
Barry Rachnowitz, Tax and Finance, Reg. 11
Rosemary Williams, OME, Reg. 3
Rose Redick, OMRDD, Reg. 8

AFFIRMATIVE ACTION POLICY

The Public Employees Federation is committed to a policy supporting the goals and aims of Affirmative Action as a realistic means of overcoming the undesirable effects of the many and varied causes of discrimination that continue to deny equal access to employment and promotions within State Agencies.

PEF is firmly committed to assist in the development of recruitment procedures, hiring practices, promotional opportunities, professional development, educational advancement, testing and a monitoring system that will insure Equal Opportunity with respect to employment in State government.

PEF is interested and concerned that State Agencies adhere to the principles of Affirmative Action and desires to actively participate in the development and implementation of Affirmative Action in State government.

PEF is specifically concerned with the current recruitment procedures, the present entry level opportunities within State government, the inadequacy and often absence of appropriate career ladders for upward mobility, testing procedures and the selection process, current educational programs and the lack of adequate distribution of information concerning inter-agency job opportunities. PEF is further concerned with the present monitoring system regarding Agency compliance and the lack of uniformity with respect to Affirmative Action activities with State Agencies including Affirmative Action Officer titles, responsibilities, grievance machinery and reporting procedures.

PEF supports all legal mandates regarding Affirmative Action and is committed to the successful implementation of the Governor's Executive Order 40.1.

May 15, 1981

Hiring Policies

Whereas, except for the New York City office, PEF has almost no person of color on its staff;

Whereas, at PEF's statewide offices in Albany only one person of color is a member of the staff of 70;

Whereas, PEF is on record supporting the concept of affirmative action for groups historically denied their rights; and

Whereas, PEF has an obligation as a labor union to fairly represent the interest of a diverse membership;

Be It Resolved, that PEF reaffirm its commitment to fairness and equity in hiring and promotional practices, and to the concept of affirmative action for groups who have been historically deprived of full participation in American society;

Be It Further Resolved, that PEF take all appropriate action to address the lack of minority and female representation on its own staff; such action should attempt to achieve a fair balance in all positions; however, particular attention should be directed at the statewide offices in Albany and department director and other supervisory positions;

Be It Further Resolved, that job openings at statewide offices in Albany and for all department directors and unit section supervisor positions be advertised in appropriate minority and women's publications throughout New York and nationally if a nationwide search is conducted;

It Further Resolved, that PEF seek assistance from minority and female leaders and the government and community to find qualified minority and female candidates for all positions;

Be It Further Resolved, that the Secretary-Treasurer report actions taken under this resolution to the Executive Board.

Executive Board
May 20, 1990

reaffirmed August 2, 1991

1985 Resolutions

Women In PEF

WHEREAS, women make up approximately 50% of the membership of PEF, and

WHEREAS, women make up approximately 27% of the delegates to the 1985 Convention, and

WHEREAS, the women in PEF have been very supportive of the Officers and Executive Board of PEF, and

WHEREAS, the women of PEF have been networking with other unions and women's groups developing a positive public image for PEF, and

WHEREAS, throughout the year and at the PEF Convention women have not been given decision-making positions proportionate to their number of key positions at the conventions such as Committee chairs,

THEREFORE BE IT RESOLVED, that both throughout the year and before each convention PEF make certain that women throughout the State both hold decision-making positions and hold committee chair positions.

Submitted by: Jean DeBow
Teresa Snyder
The Women's Program