



Category:  
HR / Labor Relations

Responsible Office:  
[Employee Relations](#)

**Other Requirement Title:**  
Bargaining Agreements, State Collective

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8100

Effective Date:  
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This procedure item applies to:  
State-Operated Campuses  
Statutory Colleges

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## Summary

The Governor's Office of Employee Relations (GOER) acts as the governor's agent in negotiating collective bargaining agreements with the unions representing the state's executive branch employees, including State University of New York (University) employees.

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## Requirement

### State Collective Bargaining Agreements

The Governor's Office of Employee Relations (GOER) acts as the Governor's agent in negotiating collective bargaining agreements with the unions representing the state's executive branch employees, including State University of New York (University) employees.

The Public Employees Fair Employment Act, commonly known as the Taylor Law, codified in NYS Civil Service Law, Article 14, is a labor relations' statute covering most public employees in New York State whether employed by the state, or by counties, cities, towns, villages, school districts, public authorities or certain special service districts. It became effective September 1, 1967, and was the first comprehensive labor relations law for public employees in the state and among the first in the United States. It is the legal foundation used by GOER in its negotiations with New York State's public employee unions.

### Descriptions of Bargaining Units within the University:

New York State executive branch employees are assigned to a bargaining unit or designated as management/confidential. Following is a brief description of the management/confidential group and each of the bargaining units in the University with a link to the bargain agreement that is currently in effect.

### Management/Confidential Group — (M/C)

These employees have been designated managerial or confidential by the Public Employment Relations Board (PERB) and are not members of a negotiating unit. M/C employees formulate policy, assist directly in the conduct or preparation of negotiations, or assist in a confidential capacity those employees who have employee relations

responsibilities.

M/C: [handbook, benefits, etc.](#)

**Administrative Services Unit — (ASU)**

The ASU is comprised primarily of office support staff and administrative personnel (e.g., Keyboard Specialists, Clerks, and Computer Operators). Employees in the ASU are represented by the Civil Service Employees Association (CSEA), American Federation of State, County, and Municipal Employees (AFSCME), American Federation of Labor – Congress of Industrial Organizations (AFL-CIO).

CSEA ASU: [Administrative Services Unit — \(CSEA ASU\)](#)

**Operational Services Unit — (OSU)**

The OSU, also represented by CSEA, includes craft workers, maintenance and repair personnel and machine operators (e.g., Maintenance Assistants, Cleaners, and Highway Maintenance Workers).

CSEA OSU: [Operational Services Unit — \(CSEA OSU\)](#)

**Institutional Services Unit — (ISU)**

The ISU is composed primarily of employees who are responsible for providing therapeutic and custodial care to persons in state institutions such as those run by the office of mental health and the office of mental retardation and developmental disabilities. Represented by CSEA, this unit includes mental health therapy aides, developmental aides, licensed practical nurses, food service workers and youth division aides.

CSEA ISU: [Institutional Services Unit — \(CSEA ISU\)](#)

**Professional, Scientific and Technical Services Unit — (PS&T)**

The PS&T unit is composed primarily of professional and technical personnel. Professional experience, a license, or a degree is usually a prerequisite to being hired to most titles in this unit. The PS&T unit includes titles such as attorney, nurse, accountant, social worker, and teachers in institutions and is represented by the Public Employees Federation (PEF), AFL-CIO.

PEF: [Professional, Scientific and Technical Services Unit — \(PS&T\)](#)

**Security Services Unit — (SSU)**

The SSU, represented by New York State Correctional Officers and Police Benevolent Association (NYSCOPBA) includes state security personnel (other than state police) and institution safety officers. Titles within the unit include correction officer and security service assistant.

NYSCOPBA: [Security Services Unit — \(SSU\)](#)

**Security Supervisors Unit — (SSPU)**

This Unit, represented by Council 82, AFSCME, AFL-CIO, consists of supervisory security personnel (e.g., correction lieutenant, forest ranger supervisor and campus public safety supervisor).

C82 SUPVSRs: [Security Supervisors Unit — \(SSPU\)](#)

**Agency Law Enforcement Services — (ALES)**

This unit, represented by Council 82, AFSCME, AFL-CIO, is comprised of certain personnel who have police duties and responsibilities and are employed in the department of environmental conservation, office of parks, recreation and historic preservation and the State University of New York. The titles in this unit include: environmental conservation officer, park patrol officer, environmental conservation investigator I and II, supervising environmental conservation officer, University police officer I and II, University police investigator I and II and forest ranger I and II.

C82 ALES: [Agency Law Enforcement Services — \(ALES\)](#)

**State University Professional Services Negotiating Unit — (PSNU)**

The professional services negotiating unit is represented by United University Professions (UUP) and includes

faculty and non-teaching professional staff within the University system.

UUP: [State University Professional Services Negotiating Unit — \(PSNU\)](#)

State University Graduate Student Negotiating Unit — (GSNU)

Part-time employees in this unit represented by the Graduate Student Employees Union/Communication Workers of America (GSEU/CWA) are teaching assistants and graduate student assistants who are pursuing masters or doctoral degrees at University campuses. Most of them are employed at the four University centers (State University of New York at Albany, Binghamton, Buffalo and Stony Brook). These part-time employees assist University faculty and administrators in a variety of teaching, research and administrative activities.

GSEU: [State University Graduate Student Negotiating Unit — \(GSNU\)](#)

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## Definitions

There are no special definitions relevant to this requirement.

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## Related Procedures

There is no related procedures relevant to this requirement.

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## Forms

There are no forms relevant to this requirement.

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## Other Related Information

The following link to FindLaw's [New York State Laws](#) is provided for users' convenience; it is not the official site for the State of New York laws.

[NYS Civil Service Law, Article 14](#) (Public Employees' Fair Employment Act)

In case of questions, readers are advised to refer to the New York State Legislature site for the menu of [New York State Consolidated](#).

Collective Bargaining Agreements predating the current agreements are on [GOER's Bargaining Units Center](#) website.

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## Appendices

There are no appendices relevant to this requirement.