



New York State
Public Employer Labor Relations Association Inc.

www.nyspelra.org

Fall - October 2025

The 50th Annual Training Conference

By all accounts (and thanks to the evaluations many of you completed at the Conference), our 50th Annual Training Conference was a great success. From keynote to celebration there were insightful discussions, networking and a good deal to learn and take back to the workplace. We welcomed “old” friends and made some new ones. Thank you all for attending!

The 2025-26 Board of Directors

During the annual business meeting we elected the 2025-26 Board:

Immediate Past President – Mary Scarpine

President – Lori Alesio

President Elect – Elayne Gold

Secretary/Treasurer – Jack Kalinkewicz

Region 1 – Terry O’Neil

Region 2 – Carin Perkins

Region 3 – Emily Middlebrook

Region 4 – Matt VanVessem

At Large:

Mike Volforte

John Mancini

Carl Hummel

Chris Putrino

Congratulations to All!

2025 Holcomb Award

Every year, the NYSPELRA will recognize one or more labor relations or human resources officials with principal or subordinate responsibility for their jurisdiction's labor relations who have demonstrated exceptional achievement or singular public service advocating on behalf of the public employers and the citizens of New York in the field of Labor Relations.

This year's Holcomb Award recipient is Brian Doyle. He is committed to the practice of labor relations and has a willingness to mentor and guide others in our field. Brian has worked on behalf of three (**Erie County Sheriff, Erie County and BOCES**) different public sector employers in labor relations **for more than 30 years**, starting from his days in law enforcement while he also went to Law School. Today, Brian is the Deputy General Counsel and the Manager of Labor Relations for Erie I BOCES.

Join in Congratulations to Brian.

Importance of Reviewing the Entire Record in Civil Service §75 Cases

In finding that the Commissioner of the Department of General Services ("DGS") failed to conduct a full and comprehensive review of the hearing record, the Appellate Division sent the matter back to the Commissioner "for a determination after a de novo review of the record and the Hearing Officer's complete decision and finding." In the Matter of Andre Alexander v. City of Albany, et al., (CV-24-1352; decided and entered September 11, 2025, Supreme Court, Appellate Division, 3rd Judicial Dept.).

Mr. Alexander was the subject of discipline, having been served with a Notice of Discipline for twelve different violations of City policy and procedure, including unauthorized use of a City vehicle and obstructing the view of an in-vehicle camera. He also engaged in verbally abusive conduct against subordinates resulting in claims of workplace violence. The appointed Hearing Officer found that the City had sustained the charges brought and recommended termination.

The Commissioner accepted the recommendation of the Hearing Officer and issued a final determination, imposing termination from employment.

Civil Service Law §75 mandates, before adoption of the Hearing Officer's recommendation, a review of the full and complete record of the hearing. That

would include all exhibits, the complete transcript of the proceeding, and the recommendation issued by the Hearing Officer. Here, although the Commissioner was found to have reviewed evidence from the hearing and discussed the case with the City’s Counsel and a DGS representative, the Commissioner only reviewed a non-specific, non-detailed written decision and recommendation of the Hearing Office. It was noted by the Court that the Hearing Officer’s detailed and thorough decision upon which the recommendation was based, was read into the Hearing transcript; however, that complete transcript was not received by the Commissioner until after the final decision to terminate was rendered. The Court held that

to permit the [City] to issue a determination without even having the availability of the Hearing Officer’s complete report and findings would render the requirements of Civil Service Law §75.2 meaningless.

citing, Matter of Wiggins v. Board of Educ. of City of N.Y., 60 N.Y.2d 385, 387-388 (1983).

Legislative Update

- Cybersecurity training, Chapter 177 of the Laws of 2025: mandates that public entities conduct annual cybersecurity training. The NYS Office of Information Technology Services has necessary information on its website pertaining to the training. The law also requires local and state entities to report any cybersecurity violations.
- Age of Appointment: Police Officer. The NYS Civil Service Law (§58) has been amended so that local governments (City, County, Village, Town) with police departments can permit individuals up to age 43 to sit for a police civil service exam (raised from the age of 35) (A 8564/S 8090). The law became effective September 1, 2025.
- .gov domain: Effective on December 21, 2025 all local governments with a population of 1,500 or more are required to have a “.gov” in its web address. Further, the website must contain
 - hours of operation
 - list of all elected officials

- notices of meetings, hearings
- meeting minutes
- local codes, local laws, resolutions
- annual financial reports
- privacy policies

(See Ch. 609, L. 2024 & Ch. 97, L. 2025 – signed by Governor Hochul 2/28/25).

Contact NYSPELRA

NYSPELRA

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Please let us know your thoughts and opinions of the NYSPELRA Newsletter.

In addition, you are encouraged to forward to Jack or to Elayne Gold [egold@rwgmlaw.com] any article, information from your municipality, agency, or school district relating to Arbitration Awards (grievance arbitration, discipline, etc.), Fact Findings, contract settlements, etc. for inclusion in future editions of our Newsletter.

Check our website for the latest NYSPELRA information: www.nyspelra.org