

WE ARE YOUR DOL



NEW YORK
STATE OF
OPPORTUNITY™

**Department
of Labor**

TOOLS FOR SUCCESS

Presenters – Stephen Ryan, Project Coordinator, Shared Work Initiative, New York State Department of Labor
Laurie Thomson, Deputy Director, Business Engagement, New York State Department of Labor

June 29, 2022

THE SHARED WORK INITIATIVE

Shared Work is a **LIFELINE** to thousands of New York State businesses:

- Covid skyrocketed demand to nearly 3,500 businesses
- Prior to covid demand was less than 350 businesses



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THE SHARED WORK INITIATIVE

- Traditionally used by Manufacturing
 - Increasingly used by Healthcare
 - Now used by virtually every industry
- | | |
|------------------------------------|---|
| ■ Accommodations & Food Services | ■ Professional, Scientific & Technical Services |
| ■ Arts, Entertainment & Recreation | ■ Retail Trade |
| ■ Construction | ■ Transportation & Warehousing |
| ■ Finance & Insurance | ■ Wholesale Trade |
| ■ Social Assistance | ■ Non-profits and more... |

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WHAT BUSINESSES HAVE TO SAY ABOUT SHARED WORK:

“Shared Work helped our company out of a hard spot by not having to lay off good employees who may find another job in the meantime. Sometimes we need a little help to get through a rough patch. Shared Work allows us to keep our employees working during our slow time, and they appreciate that we don’t want to lose them.”

LORI S.
*Controller for a Mohawk Valley
Plastics Manufacturer*

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“Shared Work gives you flexibility to stop and start as business demands within the plan year. This enables us to keep our valuable employees while reducing payroll during the slow months. Enrollment is pretty simple and there is always someone to talk to if you have questions.”

JEANETTE I.
Capital Region Lumber Company

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THE SHARED WORK INITIATIVE

Shared Work is the best way to avoid layoffs, retain valued employees AND save on labor costs while:

- Responding to challenging business cycles
- Adjusting to supply chain issues
- Maintaining consistency in the local business environment...

You built a winning team...now keep it!

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THE SHARED WORK INITIATIVE

Shared Work also is used as an efficient reopening tool for seasonal businesses toward managing accounts:

- Bring back seasonal employees EARLY to prepare for the upcoming season
- Use Shared Work at the END of the season to finish last minute projects
- Preserve your labor force (talent)

You built a winning team...now keep it!

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WHAT IS DOL DOING TO PROMOTE SHARED WORK?

The New York State Department of Labor was awarded a Shared Work Program promotional grant.

Examples of how the Department is promoting Shared Work:

- Contract with Dun and Bradstreet for business leads generation
- Send strategically timed statewide eblasts (currently **500,000+**/uniquely opened **101,000+**) to businesses (across all industries), associations and local chambers of commerce
- Follow up with calls (currently **20,000+**) to the eblast business recipients
 - Includes outreach to local chambers and business associations for customized presentations toward developing partnerships
- In process of launching a paid social media campaign
- Conduct customized presentations and exhibit at annual conferences to ensure that Shared Work is part of the human resources toolbox
- Track all outreach results for assessing effectiveness and modifying strategy

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THE SHARED WORK INITIATIVE HELPS

Avoid layoffs and employee turnover:

- On average, turnover costs 6-9 months salary when replacing a salaried employee

Example cost:

- \$40K annually salaried employee = \$20K-\$30K recruitment & training

Other negative impacts:

- Spiraling future recruiting & training costs plus the cost of a regular Unemployment Insurance (UI) claim
- Lost productivity
- Using temporary workers or overtime
- Spread of low morale within the remaining workforce

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THE SHARED WORK INITIATIVE LIFELINE

- Shared Work provides businesses a LIFELINE to combat slow or seasonal periods by allowing employees to receive partial UI benefits while working reduced hours
- Businesses have the flexibility to reduce work schedules by 20-60% AND can customize plans to include their entire workforce, particular shifts or work units
- Work available is then SHARED among those employees
- **Employees receive reduced pay from your business AND a percentage of their UI benefit rate (20-60%)**
- There's also an option to recall furloughed employees on a part-time basis
- When business improves gear back up quickly... increase work hours even up to full-time status

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THE SHARED WORK INITIATIVE EXAMPLE

A business that is facing a 20 percent reduction in production usually lays off one-fifth of its workforce.



Under Shared Work, the firm retains its total workforce on a four-day-a-week basis.

Allows the business to retain

100% of employees **M T W Th F**
32 Hours -8 Hours

Reducing hours from 40 to 32 cuts production by needed 20 percent

Workers receive wages for the four-day workweek AND get Unemployment Insurance benefits from the Shared Work Program



The business keeps all employees AND reduces labor costs.



Shared Work

WIN

SW

WIN

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SHARED WORK INITIATIVE DEMAND

Rising demand necessitated change:

- May 2020 = 5,000+ paper Shared Work claimant certifications to process
- In one day, as many as, 2,000 paper certifications would flow in



THE SHARED WORK INITIATIVE IS FLEXIBLE

Gear down and gear up emphasis:

- Employees work a reduced schedule
- Option to recall furloughed employees on a part-time basis
- Gear up quickly when business improves; increase work hours even up to full-time status

The Shared Work plan administrator of the business is in control.

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THE SHARED WORK INITIATIVE ELIGIBILITY

Businesses:

- Employ at least 2 full-time employees working in New York State and;
- For 4 consecutive calendar quarters, you or your predecessor must have:
 - Paid UI contributions or;
 - In lieu of contributions, elected reimbursement of benefits paid to your former employees

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THE SHARED WORK INITIATIVE ELIGIBILITY

Eligible employees:

- Must be fully available for work for the Shared Work employer but are not required to look for other work
- Eligible employees can be full-time, part-time, seasonal, intermittent or temporary

THE SHARED WORK INITIATIVE ENROLLMENT

Application process:

- To take part in the Shared Work Program, you'll need to first design a Shared Work plan
- Complete an application online through secure [UI Online Services](#) on your Employer Information page and an ACCOUNT EXECUTIVE can help
- Applying online will provide more accurate information and result in an APPROVAL within 48 hours via email. If you are unable to file online, call (518) 457-2635
- Submit your application at least one week, but not more than four weeks, before the proposed effective date

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THE SHARED WORK INITIATIVE ENROLLMENT

Employer plans:

- Reduce work hours and corresponding wages
- Apply to employees who normally work no more than 40 hours per week
- Fringe benefits cannot be reduced, they must remain whole
- Plans are in place for 53 weeks (when nearing the end of the plan, you may submit a request for a new plan)
- You cannot hire additional employees in any affected units. You can hire replacements for employees who leave the company while the plan is in effect

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SHARED WORK EMPLOYEE CLAIM FILING

- After the employer's Shared Work plan is approved by the Department of Labor, the employee must then file a claim application either online or by phone
 - The employee can **file a claim** online at www.labor.ny.gov
 - The employee must create an NY.GOV account if they don't already have one and should file their claim within the first reduced week
- OR -
- The employee can file a claim through the Interactive Voice Response by calling **1-888-209-8124**
 - After these initial steps, both the employer & employee will certify the Monday after each that they're reduced

SHARED WORK INITIATIVE IMPROVEMENTS

Now = your easy online process:

- Most plan applications approved within 48 hours
- 93% certify electronically. Prior to 2020, 70% of certified employers were using paper

Support available:

- Technical support and better customer service to employers and employees
- Communication across divisions, increased marketing and technical assistance

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THE SHARED WORK INITIATIVE NEW LEGISLATION

New legislation makes Shared Work benefits even more flexible:

- Legislation (S.4049/A.5678) effective 9/6/2021 changed the cap on Shared Work benefits FROM a maximum of 26 weeks to a maximum of 26 times an individual's weekly benefit rate
- Before this legislation, claimants could only receive 26 weeks of benefits, regardless of what the claimant's maximum benefit entitlement was under UI

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THE SHARED WORK INITIATIVE

Website <https://dol.ny.gov/shared-work-program-0>

Fact Sheets

Businesses -

https://dol.ny.gov/system/files/documents/2022/01/sw1_0.pdf

Employees –

<https://dol.ny.gov/system/files/documents/2021/09/sw1.5.pdf>

Helpful Shared Work Videos

Benefits of Shared Work -

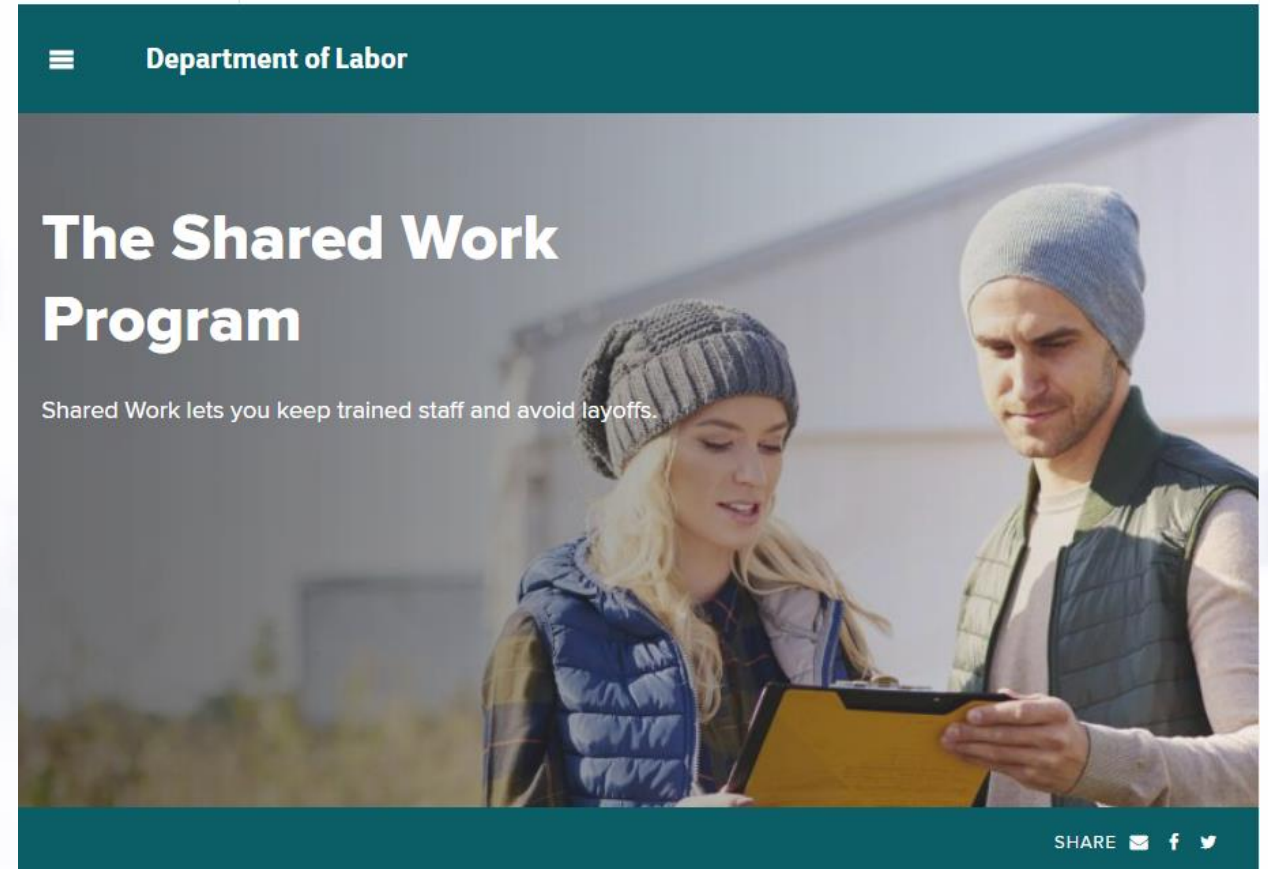
<https://www.youtube.com/watch?v=Kp9x5yKXKc0&t=4s>

Create a Shared Work Plan

<https://www.youtube.com/watch?v=4eQNSHDS0to>

Questions? Please reach out to:

Stephen Ryan (518) 457-0000 stephen.ryan@labor.ny.gov



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BUSINESS ENGAGEMENT

Presenter – Laurie Thomson, Deputy Director, Business Engagement, New York State Department of Labor

BUSINESS ENGAGEMENT: INTRODUCTION

What we do:

- Our system connects over 250,000 individuals to career and training opportunities each year
 - Our mission is to create and connect talent pipelines to the opportunities of our business customers
 - We assist businesses who are growing and thriving through our Business Services teams, as well as businesses facing downsizing and closures with layoff aversion and Rapid Response services
- We hold an average of 1,500 customized recruitments and job fairs annually to connect jobseekers with businesses
- We maintain the tools and resources to provide no cost services to our customers

NEW YORK STATE JOB BANK

NEW YORK STATE
JOB BANK

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- New York State Department of Labor's main source for job postings and job seeker resumes
- Over **465,000** jobs on the NYS Job Bank
- Connecting job seekers to businesses:
 - Allows businesses to manage job postings throughout the recruitment process
 - Helps businesses increase interest in their job openings
 - Enables businesses to search the resumes of thousands of job seekers
- Flexibility to post job opportunities multiple ways

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NEW YORK STATE JOB BANK

- **Businesses can post jobs at no cost**
 - Saving up to \$8,000 a year
- **Job postings get a lot of exposure**
 - Saving money and time
 - Over 40,000 job seekers visit the NYS Job Bank on a monthly basis
- **Businesses develop a large pool of qualified candidates**
 - Filling open positions with ease

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MICROSITES

Seasonal Jobs

<https://seasonalworks.labor.ny.gov>

Immediate Hiring Opportunities

<https://nyhirenow.usnlx.com/>

Tourism Industry

<https://nytourism.usnlx.com/>


Part-Time Jobs

<https://nyparttime.usnlx.com/>

CAREERS WE ARE YOUR DOL Department of Labor I♥NY



TOURISM JOBS IN NEW YORK STATE

What Where 

job title, keywords city, state, country

Home View All Jobs (23,897)

Jobs

Loss Prevention Customer Service Associate
TJX - Harlem, New York

Customer Service Associate - Temporary
Walgreens - JAMESTOWN, New York

Recreation Aide, Vincent Cyrus Plaza 57 Supportive Housing
CAMBA - New York, New York

Overnight Grocery Team Member


Filter by City

- New York, NY (2,261)
- Brooklyn, NY (1,022)
- Rochester, NY (995)
- Bronx, NY (564)
- Buffalo, NY (523)
- Albany, NY (244)

CAREERS WE ARE YOUR DOL Department of Labor Post Jobs



FIND PART-TIME WORK

What Where 

job title, keywords city, state, country

Home View All Jobs (25,555)

Jobs

Salesperson
Advance Auto Parts - Troy, New York

(RN) Registered Nurse
Fine Care Center - Briarcliff Manor, New York

Registered Nurse (RN) Team Member
Centers Health Care - Plattsburgh, New York

Licensed Practical Nurse (LPN)
Centers Health Care - Bath, New York

Adjunct, Occupational Therapy
Yeshiva University - New York, New York

adidas Retail Merchandiser
ThirdChannel - Port Chester, New York

Registered Nurse (RN) Unit Manager
Centers Health Care - Glens Falls, New York


Filter by City

- New York, NY (2,645)
- Rochester, NY (1,819)
- Brooklyn, NY (1,025)
- Buffalo, NY (966)
- Syracuse, NY (864)
- Albany, NY (790)
- Bronx, NY (668)
- Queens, NY (314)
- Watertown, NY (245)
- Staten Island, NY (238)
- More >


Filter by Title

Plus Retail Merchandiser / (54)

CAREERS WE ARE YOUR DOL Department of Labor Post Jobs



NY SEASONAL JOBS

What Where 

job title, keywords city, state, country

Home View All Jobs (17,067)

Jobs

Part Time Seasonal Sales Associate
Petco - Niagara Falls, New York

Seasonal Sales Associate
Ollie's Bargain Outlet - Middletown, New York

Activity Director GREAT PAY \$55555
Niagara Rehabilitation & Nursing Center - Niagara Falls, New York

Bookseller (Seasonal) Hamilton College Bookstore
Barnes & Noble Education - Clinton, New York

Lead Cashier/Supervisor
Petco - Rego Park, New York

Intern - Summer 2022 - Environment, Health, and Safety
Crestron Electronics Inc - Orangeburg, New York

Senior UX/UI Designer
Justworks - New York, New York

Senior Manager, U.S. Accounting Policy
BMO Financial Group - Virtual, New York

Handyman House Renovation Worker
Polaris Healthcare - Catskill, New York

Intern - Summer 2022 - Environment, Health, and Safety
Crestron - Orangeburg, New York

Compact Model & Characterization Lab (CMC) Engineer - Spring
2022 Intern
GlobalFoundries - Malta, New York

Filter by City

- New York, NY (3,937)
- Albany, NY (1,136)
- Brooklyn, NY (721)
- Rochester, NY (508)
- Buffalo, NY (417)
- Bronx, NY (358)
- Jenico, NY (259)
- Syracuse, NY (288)
- Staten Island, NY (176)
- Middletown, NY (125)
- More >

Filter by Title

- Receptionist (361)
- Accelerated Tax Associate (358)
- Tax Professional II (240)
- Seasonal Personal Vehicle Packag... (323)
- Customer Service Associate (258)
- Customer Service Associate - Tem... (249)
- OPERATIONS ASSISTANT MANAGER (231)
- Associate Team Leader (220)
- Driver Helper (216)
- Shift Lead (211)
- More >

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IMMEDIATE HIRING OPPORTUNITIES

What Where 

job title, keywords city, state, country

Home View All Jobs (69,230)

Jobs

Recycling Operator III
The Arc Madison Cortland - Canastota, New York

PT-Merchandising Service Associate-Flexible
Lowe's - Syracuse, New York

Home Health Aide and Personal Care Aides
Marquis Home Care - Millbrook, New York

Coating Technician
IDEX - West Henrietta, New York

Assistant Director of Housekeeping
TWA Hotel - Jamaica, New York

Postdoctoral Research Associate - Environmental Sciences
Brookhaven National Laboratory - Upton, New York

Recreation Aide, Vincent Cyrus Plaza 57 Supportive Housing
CAMBA - New York, New York

Filter by City

- New York, NY (8,705)
- Rochester, NY (5,052)
- Albany, NY (2,813)
- Brooklyn, NY (2,593)
- Syracuse, NY (2,178)
- Bronx, NY (2,034)
- Buffalo, NY (1,897)
- Staten Island, NY (542)
- Binghamton, NY (536)
- Queens, NY (516)
- More >

Filter by Title

Registered Nurse / (531)

RECRUITMENT EVENTS

- Businesses save up to **\$13,000** per year utilizing our additional recruitment services
 - Regional Career Fairs
 - Mini Job Fairs
 - Dedicated Recruitment Events
 - *NEW* Virtual Career Fairs
- Recruitment Events:
 - Help businesses access top talent in one place at one time
 - Reduce recruiting time
 - Help businesses reach highly motivated jobseekers

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MARKETING

NYSDOL MARKETING: SOCIAL MEDIA POSTS

Register: on.ny.gov/careercalendar

2022 Virtual Career Fairs

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NEW YORK STATE Department of Labor

Meet with motivated job seekers from across the state

ALL EVENTS RUN FROM 11 A.M. TO 2 P.M.

RESERVE YOUR SPOT TODAY!

TUESDAY	WEDNESDAY	THURSDAY
3 I LOVE NY TOURISM Virtual Career Fair	4 MOHAWK VALLEY Virtual Career Fair	5 LONG ISLAND Virtual Career Fair
10 FINGER LAKES Virtual Career Fair	11 NEW YORK CITY Virtual Career Fair	12 CAPITAL REGION Virtual Career Fair
	18 WESTERN NEW YORK Virtual Career Fair	19 SOUTHERN TIER Virtual Career Fair
24 CENTRAL NEW YORK Virtual Career Fair	25 NORTH COUNTRY Virtual Career Fair	26 HUDSON VALLEY Virtual Career Fair

MAY

2022 Virtual Career Fairs

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Employers across New York State are hiring in 2022

FIND YOUR REGION AND SAVE THE DATE TODAY

TUESDAY	WEDNESDAY	THURSDAY
8 FINGER LAKES Virtual Career Fair	9 NEW YORK CITY Virtual Career Fair	10 CAPITAL REGION Virtual Career Fair
	16 WESTERN NEW YORK Virtual Career Fair	17 SOUTHERN TIER Virtual Career Fair
	23 CENTRAL NEW YORK Virtual Career Fair	24 MOHAWK VALLEY Virtual Career Fair HUDSON VALLEY Virtual Career Fair

FEBRUARY

NYSDOL MARKETING: SOCIAL MEDIA POSTS

REGISTER NOW!

NEW YORK STATE DEPARTMENT OF LABOR
VIRTUAL CAREER FAIR

In partnership with

NYS SENATE MAJORITY LEADER
Andrea Stewart-Cousins



SENATOR ANDREA STEWART-COUSINS
President Pro Tem, Majority Leader
Senate District 35

WEDNESDAY
SEPTEMBER 29, 2021
(PREVIEW DAY)

THURSDAY
SEPTEMBER 30, 2021
(LIVE EVENT 10AM – 2PM)

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NEW YORK STATE Department of Labor

2021 Virtual
Career Fairs

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1 **NEW YORK CITY**

Tuesday, November 9
11am – 2pm

REGISTER AT:
on.ny.gov/NYCFOct21

2 **FINGER LAKES**

Wednesday, November 10
11am – 2pm

REGISTER AT:
on.ny.gov/FLXFOct21

3 **CAPITAL REGION**

Wednesday, November 10
11am – 2pm

REGISTER AT:
on.ny.gov/CapFOct21



NYS Department of Labor
@NYSLabor

The tourism industry is powered by workers around the state, from Governor's Island to the Thousand Islands, Niagara Falls to New York City.

We're partnering with @I_Love_NY to shine light on tourism job opportunities available now!

Join us TODAY! nysdolvirtual11.easyvirtualfair.com

2021 Virtual
I ♥ NY
Tourism
Career Fair

Thursday, October 7
11am – 2pm

**Hundreds of jobs across
New York State**
Ski Mountains, Breweries
& Wineries, Hotels, Resorts
Destinations, and Much
More!

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NEW YORK STATE OF OPPORTUNITY
Department of Labor

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2021 Virtual
Career Fairs

WE ARE YOUR DOL

NEW YORK CITY

Tuesday, November 9
11am – 2pm

REGISTER AT:
on.ny.gov/NYCFOct21

50+
REGISTERED
BUSINESSES

2,900+
AVAILABLE
JOBS

560 The Jewish Board of
Children and Family
Services

490 Council for Airport
Opportunity NY&NJ

190 Breaking Ground

179 Acacia Network

100 NYPD



NYSDOL MARKETING: FLYERS




VIRTUAL CAREER FAIR
In partnership with
NYS SENATE MAJORITY LEADER
Andrea Stewart-Cousins
SENATOR ANDREA STEWART-COUSINS
President Pro-Tem, Majority Leader
Senate District 55

REGISTER NOW!
nysdolvirtual.easyvirtualfair.com


WEDNESDAY
SEPTEMBER 29, 2021
(PREVIEW DAY)


THURSDAY
SEPTEMBER 30, 2021
(LIVE EVENT 10AM – 2PM)



UPS	500 openings
Volunteers of America - Greater New York	130 openings
St John's Riverside Hospital	130 openings
Allied Universal Protective Services	100 openings
NYS Department of Corrections and Community Supervision	100 openings
Cardinal McCloskey Community Services	100 openings
BNT and Allergy Associates/QMMS USA	90 openings

Plus, 1,786+ Jobs From 40+ Employers





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NEW YORK STATE Department of Labor



Long Island Regional Virtual Career Fair
THURSDAY, DECEMBER 2, 2021
11 AM – 2 PM

WE ARE YOUR DOL
NEW YORK STATE Department of Labor

A **PREVIEW DAY** WILL BE HELD ON **WEDNESDAY, DECEMBER 1, 2021** BEGINNING AT 9AM.

PRE-REGISTER TODAY: <https://nysdolvirtual8.easyvirtualfair.com>

ATTENDING BUSINESSES

Old Navy	University Support Services	Chembio Diagnostic Systems, Inc
Berkshire Farm Center & Services	FEDEX Express	Walgreens
Verizon	Randstad	VNSNY/ Partners in Care
Outreach	David Lerner Associates	Staples
Brookhaven National Lab	Maximum Security	BlueSkye Staffing Corp.
Greenporter Hotel LLC	Tiegerman School	NYS Dept of Motor Vehicles
Robert Half	Customer Computer Specialists	Windowrama
Community Housing Innovations	Attentive Care	And more!

JOB OPENINGS FOR ATTENDING BUSINESSES

Stock Associate	Customer Service	Security Guard	Substance Abuse Counselor
Homefinder	Warehouse Worker	Machine Operators	Cleaner
LPN/ RN/ CNA/ HHA/ PCA	IT Programmer	Teachers	Packaging Operator
Production Technician	Marketing	Motor Vehicle Rep	Waiters/ Host/ Bartenders
Sales Associates	Courier Handler	Administrative Assistant	And many more!

MAKE SURE TO PRE-REGISTER AND UPLOAD YOUR RESUME

FOR MORE INFORMATION ABOUT THIS EVENT, CONTACT VIRTUALJOBFAIRS@LABOR.NY.GOV

888.469.7365 | www.labor.ny.gov | [i](#) [@](#) [nyslabor](#)

NYSDOL MARKETING: E-MAIL BLASTS

- **2021 Blast emails sent:**
 - 496 emails were sent out
 - 8,964,292 job seekers
- **E-mail Blasts grab the attention of readers, by including the following:**
 - Benefits, flexibility, wages where available
 - Actionable subject lines
 - Concise information such as dates, business name and job titles
 - Links for quick and easy direction to and access of events
 - Detailed job descriptions
 - Access to job applications
- **Talent Outreach Strategy:**
 - Based on county or location
 - Time since a service, experience or desired fields
 - Other search criteria as necessary such as Driver's license, bi-lingual candidates, educational degrees, etc.

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HIRING INCENTIVES AND FUNDING OPPORTUNITIES

HIRING INCENTIVES

Employers that do business in New York State can trim their labor costs through several workforce and economic development programs. Employment-based tax credits may save your business money by cutting federal or state tax liability.

- Work Opportunity Tax Credit (WOTC)
- Workers (with Disabilities) Employment Tax Credit (WETC)
- New York Youth Jobs Program
- Hire-A-Vet Credit
- Farm Workforce Retention Credit
- Work for Success Program
- Federal Bonding Program
- Excelsior Jobs Program

<https://dol.ny.gov/hiring-incentives-tax-credits-and-funding-opportunities>

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HUMAN RESOURCES CONSULTATION SERVICES

HUMAN RESOURCES CONSULTATION SERVICES

We help businesses with a variety of human resources at no cost, saving them thousands of dollars each year!

Human Resources Consultation Services Include:

- Job Analysis
- Skills Gap Analysis
- Skills Matching and Referral Technology
- Employee Handbooks
- Legal Compliance
- Employment Applications
- Interview Techniques
- Employee Orientation
- Turnover Analysis

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BUSINESS ENGAGEMENT REGIONAL LEADS

REGIONAL BUSINESS ENGAGEMENT LEADS

<u>CAPITAL REGION</u> VACANT W.A. Harriman State Office Campus Building 12, Room 412 Albany, NY 12240 518-457-2483 laurie.thomson@labor.ny.gov	<u>MOHAWK VALLEY</u> James Bepko 207 Genesee St Utica, NY 13501 315-793-2271 james.bepko@labor.ny.gov
<u>CENTRAL NEW YORK</u> Roy Jewell 450 South Salina Street, Room 302 Syracuse, NY 13202 315-479-3362 roy.jewell@labor.ny.gov	<u>NEW YORK CITY</u> VACANT 9 Bond Street Brooklyn, NY 11201 718-613-3657 laurie.thomson@labor.ny.gov
<u>FINGER LAKES</u> Jason Kirchhoff 276 Waring Road Rochester, NY 14609 585-258-8843 jason.kirchhoff@labor.ny.gov	<u>NORTH COUNTRY</u> Melissa Baretsky 194 US Oval Plattsburgh, NY 12901 518-561-0430 melissa.baretsky@labor.ny.gov
<u>HUDSON VALLEY</u> Sheila Davis 3 Washington Center, 4th Floor Newburgh, NY 12550 845-568-5322 sheila.davis@labor.ny.gov	<u>SOUTHERN TIER</u> David Croston 171 Front St Binghamton, NY 13905 607-778-3004 david.croston@labor.ny.gov
<u>LONG ISLAND</u> Jo Ann McCants 303 West Old Country Road Hicksville, NY 11801 516-934-8521 joann.mccants@labor.ny.gov	<u>WESTERN NEW YORK</u> Christopher Kokoszka 284 Main Street, Floor Mezzanine Buffalo, NY 14202 716-851-2655 christopher.kokoszka@labor.ny.gov

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THANK YOU!

Laurie Thomson

Deputy Director, Business Engagement

518-457-1685 | laurie.thomson@labor.ny.gov