



S U P P O R T

MEMORANDUM IN

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OF

S. 8973 – Golden / A. 11223 - Abbate

The CSEA strongly supports this legislation.

This legislation amends section 75 of the civil service law to grant public sector employees in the labor class disciplinary rights after five continuous years in a position in the labor class.

Labor class employees are unskilled workers that are hired directly by an appointing authority. They have no statutory right to a disciplinary procedure and can be terminated at any time, unless specified in a collective bargaining agreement. These employees are at constant risk of arbitrary dismissal. Due to this looming threat, these employees are less likely to report health and safety violations or other workplace issues.

The current disciplinary procedure in statute affords certain public employees the right to a hearing, union representation, and the right to receive a notice of discipline in writing. This legislation will help better ensure that this vulnerable group of at-will employees are not subjected to unfair dismissals and are guaranteed a basic level of due process rights like other employees in the public sector.

On behalf of 300,000 active and retired, public and private employees across the state, CSEA strongly urges the approval of this bill.

Respectfully submitted,

Fran Turner
Director