



S U P P O R T

MEMORANDUM IN

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OF

A.7248 – Abbate / S.5291 - Gounardes

The CSEA strongly supports the passage of this legislation.

This bill amends various sections of the Civil Service Law to create a statewide standard for bumping, retreating, and rehiring rights for non-competitive and labor class employees in the state and local governments.

Currently, in the event of a reduction in force, Civil Service Law provides for a system of bump and retreat rights and a method of employee recall after a reduction in force from preferred hiring lists. These rights apply to competitive and non-competitive class employees of the Executive Branch and competitive class employees in local governments. This legislation would extend these protections to all non-competitive and labor class employees in both state and local governments.

Employees who are appointed permanently to public sector positions dedicate themselves to public service and deserve to be treated with dignity and respect in the event of a reduction in force. The adoption of the protections provided for in this legislation are long overdue. This legislation will ensure that equity and fairness are the driving forces behind a layoff or recall, rather than any partiality or bias. This bill will simplify and clarify the existing law and will provide a statewide uniform approach when the public workforce must be reduced.

On behalf of 300,000 active and retired, public and private employees across New York State, CSEA strongly urges passage of this legislation.

Respectfully submitted,

Fran Turner
Director