



S U P P O R T

MEMORANDUM IN

S U P P O R T

OF

A.382 – Joyner / S.4132 – Mannion

The CSEA strongly supports the passage of this legislation.

This bill amends the civil service law by adding a new section to prohibit state agencies from outsourcing services that would normally be carried out by the state's workforce during a hiring freeze.

For years, the hiring freeze imposed on state agencies stymied growth in a sector already experiencing workforce shortages. These shortages created deficiencies in service delivery, and rather than lifting the hiring freeze and prioritizing the recruitment and retention of public sector employees, many state agencies were forced to outsource services that would normally be carried out by the state's workforce. This outsourcing has resulted in the permanent displacement of good middle-class jobs in the public sector, with more than 5,000 full-time equivalent positions remaining vacant.

Outsourcing often leads to lower quality services, fewer employment opportunities for state residents, and decreased accountability in government operations. By preventing outsourcing and displacement of public sector employees, we preserve the economic opportunities that these positions provide, require that state agencies rely on the expertise and capabilities of their own workforce, and ensure that state services are of the highest quality.

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

Respectfully submitted,

Fran Turner
Director