



S U P P O R T

LEGISLATIVE MEMORANDUM

TO: Assembly Committee on Labor

FROM: Joshua Terry, Civil Service Employees Association (CSEA)

DATE: May 27, 2025

RE: CSEA Support for A. 8223 (Bronson)

What it does: This bill strengthens the state's public sector workplace violence law to better protect employees.

Why it matters: Public employees face violence, bullying, intimidation, and hazardous conditions on the job. Current law fails to address the full range of risks present in today's workplaces.

Key provisions:

- **Expanded Risk Factors:** Includes abusive conduct and bullying, working with dangerous individuals, and working in private homes and high-crime areas.
- **New Risk Mitigation Tools:** Adds staffing increases, body scanners, bullet-proof barriers, metal detectors, and alarm systems to the list of tools employers should consider when drafting their workplace violence plan.
- **Additional Inspections:** Allows employees to request inspections for a violation of health and safety standards.
- **Enforcement and Penalties:** Empowers the Department of Labor to issue compliance orders, levy penalties for serious or repeated violations, and seek court orders when employees face imminent danger.

The bottom line: Certain occupations can be inherently dangerous. However, workplace violence is something that can be limited with proper planning and procedures in place.

The Civil Service Employees Association strongly supports the passage of this bill.

For additional information, contact:

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