



Testimony on the FY 2027 Executive Budget Proposal Workforce Development/Labor

The Civil Service Employees Association (CSEA) proudly represents employees that work for the state, local governments, school districts, public authorities, the private sector, and home-based childcare providers. These frontline employees allow New Yorkers to get to work and school every day. They keep our roads clear of snow, care for our children, ensure our loved ones in a hospital or nursing home get the care they need, and work every day to give individuals with a developmental disability or mental illness the quality of life that they deserve.

As the Legislature considers the FY 2027 Executive Budget proposal, it is essential to prioritize investments that support public services and the workers who provide them. CSEA is encouraged by Governor Hochul's commitment to workers in the Executive Budget, including enhanced protections for highway workers and other transportation employees, funding for childcare, education, healthcare, and more. Even with these proposals and progress from previous years, additional funding and expanded programs are necessary to ensure New Yorkers have access to the services that they require.

CSEA looks forward to collaborating with the State Legislature and Governor Hochul to address the issues facing the workforce in this year's budget.

Recruitment & Retention

Key Points

- CSEA **supports** reducing the employee contribution rate to **3%** for all Tier 6 members.
- CSEA **supports** an extension of existing law that excludes overtime when calculating a Tier 6 member's contribution rate.
- CSEA **supports the inclusion** of legislation (**S.7635/A.9162**) to establish an optional **25-year retirement plan** for 911 and Emergency Dispatchers.
- CSEA **supports the inclusion** of legislation (**S.8207/A.8801 of 2024**) to allow Court Officers and Peace Officers employed by the Uniformed Court System to retire at **age 55 with 30 years** of service.
- CSEA **opposes PPGG Part EE** to eliminate the state's reimbursement of the Income-Related Monthly Adjustment Amounts (IRMAA) surcharge.

Overview

Recruitment and retention remain a challenge for the state and local governments. From 2020 to 2025 the state workforce lost roughly 7,000 employees. Local governments experienced similar declines in the same time frame. This has put immense pressure on the existing workforce, with state employees in 2024 accruing nearly 25 million overtime hours – a 7.8 percent increase over 2023 – at a cost of \$1.3 billion annually.

Governor Hochul and the State Legislature recognize this and have taken decisive action in the past few years to improve recruitment and retention. We are grateful for the legislature's support in making reforms to Tier 6, waiving civil service exam fees, eliminating salary withholdings for state employees, and more. However, more must be done to support the workforce.

Fix Tier 6

In the past, people would enter the public sector knowing that they would make less money compared to their private sector counterparts but would receive high quality, affordable health insurance and a defined benefit pension that would ensure financial resources in retirement. Under Tier 6, pensions are no longer a selling point for entering the public sector workforce, as new employees must work longer and pay more for a smaller benefit at retirement.

Under the current system, Tier 6 employees see their contribution rates increase as they advance in their careers. This effectively penalizes longevity in public service and makes it harder for employers to recruit and retain experienced workers.

Reducing contributions to 3% functions like an instant raise for Tier 6 employees. For many workers, the change is an immediate increase in take-home pay: more money on day one, not years in the future. Even for those who may not see an immediate benefit, establishing a capped contribution rate insulates workers from future increases, allowing them to plan for their careers and retirements with greater certainty. This is a direct affordability fix for a workforce already facing rising housing and grocery costs, higher health and transportation expenses, and student loan or family care pressures. It helps every Tier 6 member, delivers immediate relief, and strengthens the long-term stability of the public workforce. Importantly, addressing contributions is the only remaining Tier 6 issue that affects all members of the tier – civilians, teachers, and uniformed employees will all be affected by this change.

The State should also extend existing law to **exclude overtime earnings** from salary for the purpose of determining Tier 6 contribution rates. Although a flat 3% contribution would make this provision unnecessary, preserving the exclusion ensures that workers are not penalized for unpredictable or mandatory overtime and protects against future contribution increases tied to earnings beyond base pay.

Enhanced Pension for 911 and Emergency Dispatchers

Emergency dispatchers are the first point of contact in moments of crisis. They answer 911 calls, assess rapidly evolving situations, provide life-saving instructions to callers, and coordinate police, fire, and emergency medical responses in real time. Dispatchers must remain calm and decisive while handling calls involving violence, medical emergencies, accidents, and fatalities, often listening to traumatic events unfold live and without knowing the outcome. Their work requires split-second judgment, constant multitasking, and absolute accuracy, as a single error can have life-or-death consequences for both the public and responding personnel.

The extremely fast-paced, stressful environments inherent to this work take a significant toll on employees' well-being. In fact, studies show that roughly **one in five** emergency dispatchers report symptoms of PTSD, and approximately **one in four** report depression. New York State has long recognized that prolonged exposure to high-stress emergency response work is harmful, which is why police officers and firefighters are permitted to retire after 20 years of service. Emergency dispatchers are exposed to many of the same traumatic stressors over the course of their careers yet are often required to work more than **30 years** before becoming eligible for retirement.

Working in these conditions for more than 30 years is untenable. The existing retirement plan, paired with the immense trauma and stressors inherent to this work, makes it difficult to recruit and retain qualified emergency dispatchers. Providing these workers with the ability to retire after **25 years of service** would recognize the sacrifices made by these first responders, ensure the retirement system reflects the demanding nature of their work, and strengthen recruitment and retention across the workforce.

Fair Retirement for Court Officers and Peace Officers

Uniformed court officers and peace officers play an essential role in the daily operation of New York State's court system. They are responsible for maintaining order in court facilities, protecting judges and court staff, ensuring the safety of attorneys, defendants, jurors, and the public, and securely transporting defendants within courthouses. Their work routinely places them in volatile situations, including emotionally charged proceedings and individuals in crisis, requiring constant vigilance and rapid response to ensure safety.

Despite the law enforcement nature of their duties, court officers are not afforded the same retirement benefits as other law enforcement personnel. Tier 6 court officers must work until **age 63** or face significant pension penalties, while many other law enforcement officers are eligible to retire after 20 years of service. This disparity undermines recruitment and retention efforts and has real operational consequences. Courts cannot function without court officers present; a judge cannot preside over proceedings without an officer in the courtroom, and officers are required to move defendants safely throughout court facilities. Persistent staffing shortages therefore directly impede the court system's ability to hear cases and administer justice efficiently.

The Unified Court System has acknowledged these challenges and, in 2025, advanced legislation to allow court officers and peace officers employed by UCS to **retire at age 55 with 30 years of service**. Including this proposal in the FY 2027 State Budget would be an important step toward achieving parity with other law enforcement personnel, strengthening recruitment and retention, and ensuring the safe, efficient, and continuous operation of New York's courts.

PPGG Part EE – Eliminating the IRMAA Reimbursement

Since 1966, the state has agreed to cover the Medicare Part B premium for retirees enrolled in the New York State Health Insurance Program (NYSHIP). The governor's proposal to **eliminate the state's IRMAA reimbursement** would sever the long-standing agreement between the state and public-sector retirees.

Retirees have much less flexibility to absorb cost increases than others. With the price of prescription drugs, groceries, and other everyday items constantly on the rise, they are already being stretched to their limits. For those living on a fixed income, any changes in out-of-pocket expenses for healthcare can substantially impact their budgets and financial well-being. As such, CSEA **strongly opposes** eliminating the state's reimbursement of the IRMAA surcharge. The state should not be targeting retirees to achieve spending cuts.

Local Governments

Key Points

- CSEA **supports the inclusion** of legislation (**S.6987/A.7833**) to require all districts to provide panic buttons to social service district employees **and** the appropriation of **\$1 million** to help offset costs for the program.
- CSEA **supports** the proposed \$50 million in additional temporary municipal assistance to cities, towns, and villages.

Panic Buttons for Case Workers

Social services caseworkers, like those in Child Protective Services, Adult Protective Services, and Prevention frequently work alone and in high-risk environments, such as at a client's home, without backup or immediate support. This can lead to dangerous situations, as seen in the tragic case of Maria Coto, a case worker in Peekskill who was murdered while conducting a home visit in 2024. In a study of recently hired Child Protective Services (CPS) workers, 75% experienced verbal abuse and 37% experienced threats of violence in their first six months on the job. CPS workers face a non-fatal workplace injury rate five times the rate of all U.S. workers.

Providing case workers with panic buttons will ensure that they are not left without backup in dangerous situations. CSEA **supports** the inclusion of legislation in the State Budget to require local social services districts to provide these technologies, while also supporting the creation of a new **\$1 million grant program** to help offset procurement costs.

Local Government Assistance

For the past two years, the enacted State Budget has included an increase to the Aid and Incentives to Municipalities (AIM) Program for the first time in 15 years. Governor Hochul's Executive Budget once again includes \$50 million in temporary municipal assistance. This funding is the largest source of unrestricted aid to local governments, which allows them to continue providing essential services to communities across the state. CSEA **supports** this continued increase.

Transportation

Key Points

- CSEA **supports TEDE Part G** to expand the work zone speed camera program to include all New York highways under the jurisdiction of the Department of Transportation, Thruway Authority, Bridge Authority or the Triborough Bridge and Tunnel Authority.
- CSEA **supports** reforms to the adjudication process for work zone camera and school bus stop-arm tickets to address the backlog and ensure timely, fair hearings.
- CSEA **supports TEDE Part F** to elevate the penalty for assaulting a highway worker, DMV license examiner, or DMV representative from a Class A misdemeanor to a Class D felony and to establish new offenses for menacing a highway worker and intruding into an active work zone.
- CSEA **opposes TEDE Part E** to create autonomous vehicle pilot programs.

Overview

CSEA represents thousands of employees at the Department of Transportation (DOT), Thruway Authority, Department of Motor Vehicles (DMV), local highway departments, departments of public works, and public transit systems. These dedicated professionals maintain our state's infrastructure, ensure the safety of the drivers and vehicles on our roads, and keep New Yorkers moving.

For these employees, workplace danger is a daily occurrence. In 2024, two State Thruway Authority employees, including CSEA member Stephen Ebling, were killed after being struck while working on the job. In May 2025, a DOT employee died from injuries sustained in a work zone crash. Just one month later, three DOT highway maintenance workers were injured when a vehicle driven by a person high on nitrous oxide intruded into an active work zone. These tragedies and near misses reflect a persistent and unacceptable threat to workers tasked with keeping our roads safe.

Hazards are not limited to roadside work. DMV employees routinely encounter

volatile and dangerous situations while performing their duties. A joint DMV-CSEA survey found that more than half of Motor Vehicle License Examiners reported experiencing workplace violence, including assaults, violent threats, and even kidnapping attempts. When individuals fail a road test or face license enforcement actions, frustration is too often directed at the examiner seated next to them. Despite efforts to improve safety, DMV worksites remain environments where employees face serious risks.

Governor Hochul and the State Legislature recognize these concerns and have taken decisive action in last year's budget to improve highway safety. We are grateful for the legislature's support in making the work zone speed camera program permanent, expanding it to the New York State Bridge Authority and Triborough Bridge & Tunnel Authority, and doubling the number of available cameras. However, more must be done to protect these employees.

TEDE Part G – Strengthening the Work Zone Speed Camera Program

Under current law, work zone cameras are only available for use on “controlled-access” highways, defined as highways on which drivers can only enter and exit via ramps. This narrow definition excludes other state-controlled highways, including roads where vehicles still travel at high rates of speed but may include intersections, traffic signals, or other entry points.

Work zones on any high-speed roadway are high-risk areas for both workers and drivers, and speeding is a leading cause of accidents in these zones. Expanding the use of cameras will improve safety on our state's roadways. CSEA **supports** Governor Hochul's proposal to expand the work zone speed camera program to include all New York highways under the jurisdiction of the Department of Transportation, Thruway Authority, Bridge Authority and the Triborough Bridge and Tunnel Authority.

In addition, CSEA **supports** reforms to the adjudication process for tickets issued by work zone and school bus stop-arm cameras. These programs were created to ensure drivers proceed with caution in work zones and around school buses, and they play a critical role in deterring reckless driving.

Unfortunately, disputes over jurisdiction and questions about whether courts are required to hear these cases have created a massive backlog of appealed tickets, including more than 100,000 unadjudicated school bus stop-arm camera tickets. That is unacceptable for everyone involved. The law should be updated to ensure that anyone who receives a ticket has a clear, timely path to have their case heard and resolved: weeks and months, not years. Reform should also give local governments workable options for where these cases are heard, whether in the original court of jurisdiction or through a more centralized bureau that can process cases efficiently and consistently.

For these programs to truly change behavior and improve safety, drivers must know that they cannot simply appeal a ticket and avoid consequences indefinitely. We need a system that protects due process and the rights of the accused, while ensuring timely

adjudication that strengthens accountability and keeps our roads safer.

TEDE Part F – Transportation Worker Assaults

Highway workers, Department of Motor Vehicles employees, and other transportation workers serve the public every day, often in environments where tensions run high. They regularly interact with individuals who may be frustrated by failed driving tests, suspended licenses, traffic delays, or construction-related disruptions. Increasingly, these frustrations escalate into threats, dangerous behavior, and physical assaults that place workers' safety and lives at risk.

While frustration is understandable, violence, intimidation, and reckless intrusion into active work zones are never acceptable. This legislation sends a clear and necessary message: threatening or endangering these public employees will carry serious consequences. CSEA **supports** Governor Hochul's proposal to elevate the penalty for assaulting a highway worker, DMV license examiner, or DMV representative from a Class A misdemeanor to a Class D felony, and to establish new offenses for menacing a highway worker and intruding into an active work zone.

TEDE Part E – Autonomous Vehicle Pilots

Moving toward autonomous, for-hire vehicles raises serious concerns about accountability, safety, and oversight when human operators are removed from the equation. Without a driver physically present, it becomes unclear who bears responsibility in the event of a crash, system failure, or emergency involving passengers, pedestrians, or other road users. Authorizing autonomous vehicles in lieu of human operators is a threat to public safety. CSEA believes public safety, labor standards, and worker protections must remain central to any transportation policy decisions. CSEA **opposes** TEDE Part E to create autonomous vehicle pilot programs.

Additional Transportation Proposals

CSEA urges the inclusion of additional provisions, including:

- Provide **\$500,000** in additional funding for DOT's **Traffic Incident Management (TIM) Program**, which pays for maintenance and traffic protection services of the Division of State Police.
- **S.4649 (Cooney) / A.4016 (Magnarelli)**: Increase penalties on drivers who fail to abide by the state's Move Over Law.
- **S.4647 (Cooney) / A.4015 (Magnarelli)**: Increase penalties for speeding in a work zone.
- **S.4646 (Cooney) / A.4011 (Magnarelli)**: Suspend the registrations of vehicles cited five or more times by a work zone speed camera within an 18-month period.

- **S.8715 (Hinchey) / A.8978 (Kay):** Direct the Commissioner of Motor Vehicles to make failure to move over a five-point violation.

Higher Education

Key Points

- CSEA **recommends** building on the Governor’s proposed \$595 million for critical maintenance projects at SUNY state-operated campuses by adding an additional **\$405 million** to help address the backlog of critical maintenance issues.
- CSEA **supports** the \$100 million in operating appropriations for SUNY Downstate.
- CSEA **supports** the extension of the community college funding floor.

Critical Maintenance

CSEA **recommends** building on the Governor’s proposed \$595 million for critical maintenance projects at SUNY state-operated campuses by adding an **additional \$405 million** to help address the backlog of critical maintenance issues.

SUNY campuses are economic engines across New York - educating the workforce, supporting research and innovation, and supplying graduates who strengthen existing employers and help launch new businesses across the state. However, years of deferred maintenance have created an estimated **\$10 billion backlog** of critical capital needs across the SUNY system. Aging facilities and infrastructure threaten the safety and well-being of students while also undermining competitiveness in attracting and retaining students. Expanding upon the governor’s proposed capital investment is a necessary step towards closing the maintenance backlog and ensuring that SUNY has the resources to succeed.

SUNY Downstate

SUNY Downstate is an essential healthcare provider in central Brooklyn, serving one of the most diverse and medically underserved communities in the state. The hospital provides life-saving care to thousands of patients each year, regardless of their ability to pay. However, years of financial strain have placed enormous pressure on the hospital and its workforce. CSEA **supports** Governor Hochul’s Executive Budget proposal to provide **\$100 million** in operating support for SUNY Downstate. This funding is critical to stabilizing SUNY Downstate’s finances, which will allow the hospital to remain open and able to deliver essential healthcare services.

Community Colleges

Community colleges play a vital role in preparing New York’s workforce by providing accessible, affordable education and training for in-demand careers. They equip students with the skills needed to enter the workforce quickly, support career advancement, and help meet the evolving needs of industries across the state. CSEA **supports** Governor Hochul’s

proposed extension of the community college funding floor. Without the funding floor, these campuses would be subject to a \$61 million loss in formula aid due to enrollment declines. These cuts would hamper workforce development and reduce access to education across the state.

Healthcare

Key Points

- CSEA recommends **increasing** funding for safety-net hospitals.
- CSEA **opposes HMH Part N, Subpart B** to expand Certified Nursing Assistants' scope of practice.

Safety Net Hospital Funding

Safety-net hospitals are essential to ensuring that vulnerable populations have access to the care they need. However, most hospitals are operating in the red or barely breaking even. In a survey of hospitals across the state, 70 percent do not have the operating margins needed to maintain and improve access to patient care. Hospitals under this fiscal stress are already making tough choices about staffing and services, and the impact of H.R.1 will only worsen this distress. Federal cuts could result in the loss of more than 200,000 jobs, shutter up to 70 hospitals, and leave 1.5 million New Yorkers uninsured.

With many hospitals sharing the same funding pot, the proposed allocation in the Executive Budget is simply not enough to meet the growing need. Safety-net hospitals provide critical care to low-income, uninsured, and underinsured patients, and the financial pressures they face are mounting. Without adequate funding, the quality of care at these hospitals will erode, and some may even close, depriving at-risk communities of essential healthcare. More substantial investment is needed to ensure that these hospitals can continue to serve their communities and maintain capacity to deliver essential healthcare.

HMH Part V, Subpart A – Expanded Scope of Practice for CNAs

Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) undergo extensive, specialized training to administer medications safely and effectively. This training equips them with the clinical knowledge needed to understand the complexities of drug interactions, dosages, and potential side effects. The expertise of RNs and LPNs is crucial for ensuring patient safety and preventing medication errors. Expanding the scope of practice for Certified Nursing Assistants (CNAs) to administer medications poses serious risks to patient care and undermines the high standards of nursing practice.

This proposal seeks to replace licensed nurses with CNAs for medication administration, primarily as a cost-cutting measure. Patient safety and the standards of the healthcare profession should not be compromised to save costs. CSEA **opposes** Governor Hochul's proposal to expand Certified Nursing Assistants' scope of practice to include medication administration in nursing homes. Licensed nurses should remain responsible for medication administration.

Human Services

Key Points

- CSEA **supports ELFA Part J** to authorize the use of body scanners in OCFS youth facilities. CSEA recommends **amending** the proposal to include certain facilities operated by OMH and OPWDD, in addition to OCFS.
- CSEA recommends **amending HMM Part P** to include language to ensure that workers receive at least a 3 percent cost-of-living adjustment.
- CSEA recommends **extending** authorizations for expiring OPWDD provisions.

ELFA Part J – Body Scanners in OCFS Facilities

The increased presence of weapons and other contraband in OCFS, OMH, and OPWDD facilities has contributed to a rise in assaults and other serious safety incidents affecting staff, clients, patients, and residents. In fact, these agencies have the **highest rates of workers' compensation incidents** among all state agencies after the DOCCS. These facilities operate in congregate environments where even a single prohibited item can jeopardize the safety and stability of the entire setting. While CSEA **supports** Governor Hochul's proposal to authorize the use of body scanners in OCFS Youth Detention and Justice Facilities, certain OMH and OPWDD facilities operate under similar conditions and face the same safety concerns.

OCFS Youth Detention and Justice Facilities are congregate settings with frequent movement in and out of the facility due to admissions, transfers, visitation, and court appearances. Each point of entry presents a potential opportunity for contraband to be introduced. In environments where staff and youth live, work, and participate in programming in close quarters, preventing the introduction of weapons and other prohibited items is essential to maintaining order and protecting everyone inside the facility.

Certain OMH and OPWDD facilities share these same operational realities. For example, OMH forensic facilities are secure settings for justice-involved individuals who require mental health treatment, and certain OPWDD facilities operate secure units that handle court-ordered admissions for competency restoration. As in OCFS facilities, the introduction of contraband in these environments can quickly escalate into broader safety concerns. Expanding the use of body scanners to OCFS, OMH, and OPWDD facilities would help safeguard staff and the individuals receiving care in these settings.

HMM Part P – Targeted Inflationary Increase

CSEA represents employees at voluntary not-for-profit entities who provide direct care to New Yorkers with developmental disabilities. Despite the importance of this work and the challenging nature of these professions, Direct Support Professionals continue to face low and often unlivable wages.

While the Governor’s Executive Budget includes a targeted inflationary increase, it does not include language to ensure that any of it goes directly to workers. Without this language, these funds will be used to fill budget gaps and fund facility operations. CSEA recommends **amending** Governor Hochul’s proposal to provide a **4 percent** increase and **include language** to ensure that workers receive at least a **3 percent** cost-of-living adjustment.

Expiring OPWDD Provisions

For the last ten years, statute has required OPWDD to give 90-days’ notice of any closure or transfer of a state-operated individualized residential alternative (IRA), community-based housing programs that provide care for thousands of individuals with disabilities. Without proper notification, closures can uproot the lives of these individuals, their families, and the workers in these programs. This notification requirement expires on **March 31, 2026**. CSEA **supports** making the existing 90-day notice requirement **permanent**.

Chapter 670 of the laws of 2021 allows the Office for People with Developmental Disabilities to establish the Care Demonstration Program, which offers community-based programs for individuals with disabilities who may not need residential care, but who could benefit from services. The authorization for this program expires on **March 31, 2026**. CSEA **supports** extending the statutory authorization for the Care Demonstration Program for two years through **March 31, 2028**.

Childcare

Key Points

- CSEA **supports** the governor’s long-term plan to achieve universal childcare.
- CSEA **supports** the enhancement and expansion of CCAP funding.
- CSEA **supports** new pilot programs for children in Monroe, Dutchess and Broome counties.
- CSEA **supports the inclusion** of legislation (**A.10025**) to align supervision requirements for infants in home-based settings with what is already required in childcare centers.

Overview

CSEA represents more than 12,000 home-based childcare providers throughout the state. Our members are predominately women and people of color who provide affordable, quality, and licensed childcare to both private-pay and subsidized families. In many parts of the state, including rural areas and working-class neighborhoods in our cities, home-based providers are the only licensed and affordable option for families. Home-based providers are more likely to

offer evening, overnight, and weekend care, catering to families who work in health care, manufacturing, hospitality, and other 24-hour industries. In short, home-based providers are an essential component of the childcare sector.

Universal Childcare

New York does not have enough providers to meet the existing demand for care, let alone the increased care that will be necessary under a universal childcare system. Currently, 70 percent of childcare centers and 50 percent of home-based childcare providers are at maximum capacity. For every available childcare slot in New York State, there are three children under the age of five who need care. Home-based providers play a critical role in New York's childcare system, offering flexible, personalized care in communities across the state. Yet many face financial pressures, limited access to resources, and regulatory challenges that make it difficult to expand or sustain their programs. For universal childcare to be successful, home-based providers must be fully included in planning, with adequate support to ensure they can meet the needs of families.

Child Care Assistance Program (CCAP) Funding

Subsidies provided through CCAP are a lifeline for low-income and working families and the home-based providers that serve them. While Governor Hochul and the State Legislature have made increased investments over the past several years, the current reimbursement is still inadequate to cover the true cost of care. CSEA **supports** continued investment in CCAP to ensure that the actual expenses incurred by providers, including costs like insurance, housing, food, and administration, are factored into this reimbursement. Enhancing subsidies will allow providers to make investments in their programs to benefit the long-term success of the children under their care.

Childcare Pilot Programs

CSEA **supports** the governor's proposal to launch new pilot programs for children in Monroe, Dutchess, and Broome counties. While the details of these pilots are still limited, it is essential that home-based providers are fully included in their design. These providers are a vital part of New York's childcare system and are often the only licensed and affordable option in many parts of the State. Incorporating home-based providers into these pilots not only expands access for children and families but also strengthens the capacity needed to achieve universal childcare statewide.

Age of Supervision

CSEA supports including legislation in the State Budget to align supervision requirements for infants in home-based settings with what is already required in childcare centers. Currently, State law requires home-based childcare providers to have one caregiver for every two children under 24 months, while childcare centers are only required to follow this ratio for children under 18 months.

This inconsistency forces home-based providers to dedicate more staff time to 18–24-month-olds, limiting the number of children they can serve. The current law limits access to licensed, quality childcare, worsening the childcare shortage across New York. Aligning the standard of supervision for children under 18 months will create additional childcare capacity in home-based settings at no cost to the state or local governments.

Conclusion

CSEA appreciates the opportunity to provide testimony on these critical issues that impact CSEA members, their families, and the communities they serve. From protecting highway workers and social services employees to ensuring an equitable retirement for emergency dispatchers and court officers, we urge the State Legislature to prioritize policies that support New York’s workforce and the people who rely on them. This year’s budget presents an important opportunity to make meaningful investments that will improve the lives of working people across the state. We look forward to working with the Legislature and the Governor to ensure that the final budget reflects these priorities.

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