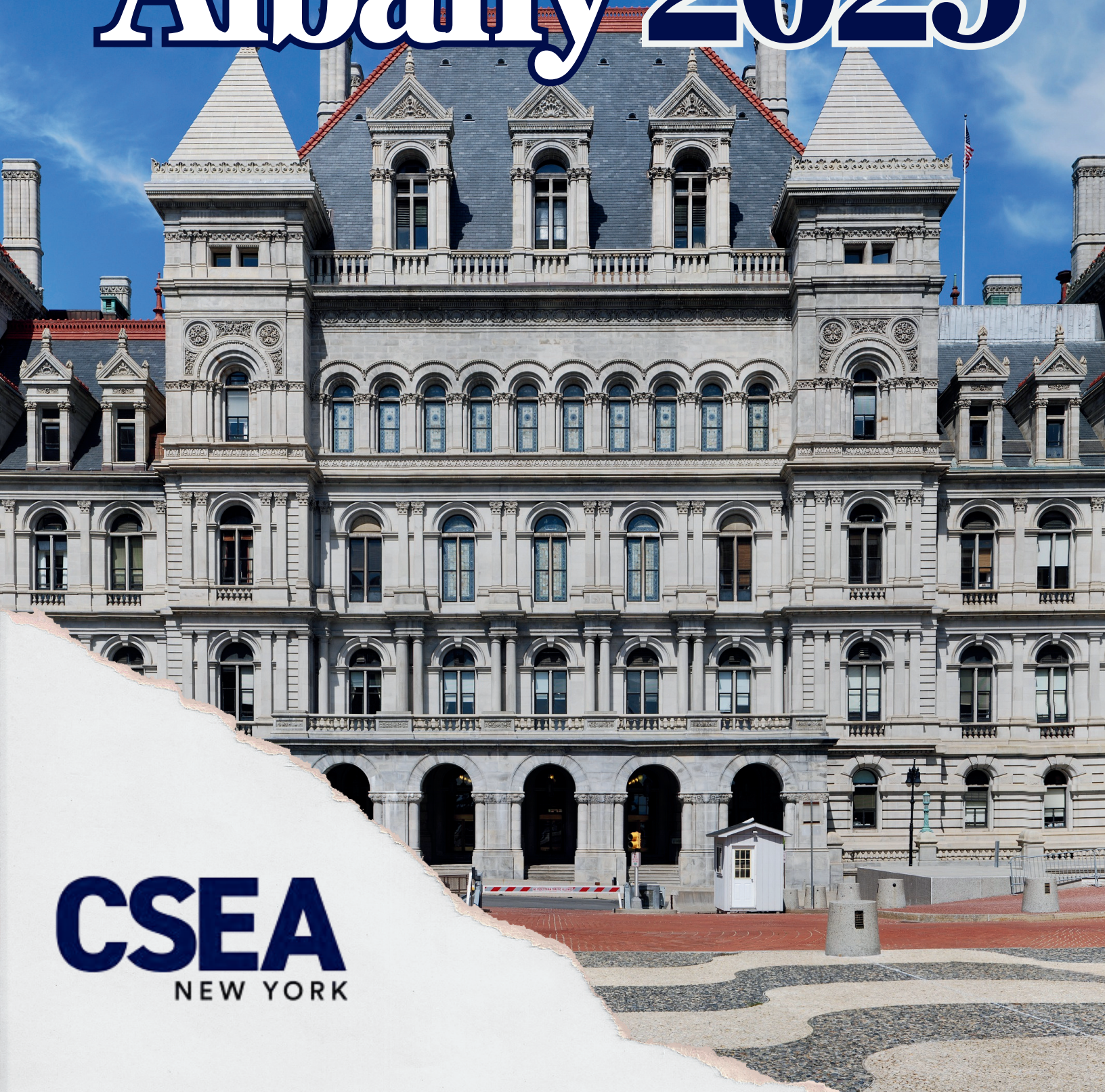


This Year In Albany 2025



CSEA
NEW YORK

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A MESSAGE FROM THE PRESIDENT



CSEA Family,

2025 was another strong year for CSEA, with major legislative wins that will make a real difference in the lives of our members and the communities we serve.

We successfully expanded the Automated Work Zone Speed Camera Program to help make dangerous worksites safer for members. We secured \$900 million in capital funding for SUNY hospitals, which provide vital care to New Yorkers and good union jobs in our communities. We took an important step in protecting additional employees from being displaced by artificial intelligence, ensuring that technology strengthens, not replaces, our workforce.

Even as we celebrate these victories, we are faced with significant challenges at the federal level. The federal government has enacted a disastrous reconciliation package that is poised to slash more than \$23 billion from our state. These cuts threaten to take away healthcare from those who need it, reduce access to critical services, and eliminate good CSEA jobs. We need all hands on deck in this ongoing fight.

Your activism and support made this year's progress possible, and your continued engagement will be just as critical in the fights ahead. Together, we will keep standing strong to protect our rights, our jobs, and the services our communities depend on.



IN SOLIDARITY,

A handwritten signature in dark ink that reads "Mary". The signature is fluid and cursive, with a long, sweeping tail that extends to the right.

MARY E. SULLIVAN
PRESIDENT

THE NEW YORK STATE BUDGET

The enacted FY2026 New York State budget totals \$254 billion.

Overall, this budget is very positive for CSEA members. CSEA was successful in securing several key priorities, including an extension of the civil service exam fee waiver, a 25-year retirement for DMNA firefighters, \$900 million in new capital funding for SUNY hospitals, and an expansion of the Work Zone Speed Camera Program, among other items. Further details are on the following pages.



STATE OPERATIONS

CIVIL SERVICE

- Extends the New York Helps Program through June 30, 2026. This extension is also applicable to local governments that have opted-in to this program.
 - Waives state civil service exam fees through December 31, 2027, and authorizes localities to waive civil services fees during the same time.
 - Introduces an optional lag pay program for state employees hired on or after July 1, 2026.
 - This is an interim measure as the state works to fully eliminate the lag payroll for new employees by 2030.
 - The program gives new state employees the option to receive an advance payment between the employee's start date and first paycheck.
 - This advance will be repaid over the first 14 pay periods.
-

STATE UNIVERSITY OF NEW YORK

- Provides SUNY Downstate University Hospital & Medical Center with \$100 million in operating assistance and \$450 million in capital funding. This is in addition to the \$300 million in capital funding provided last year.
- Provides SUNY Upstate with \$450 million in capital funding to help build a new emergency department.
- Provides a \$114 million increase in operating aid to SUNY State-Operated Campuses.



OMH & OPWDD

- Funds 100 new forensic inpatient state operated psychiatric beds at Manhattan Psychiatric Center and \$160 million capital investment to expand the forensic unit.
- Provides \$30.7 million increase to enhance clinical and direct care staffing at forensic psychiatric centers.
- Allows for the involuntary commitment of a person to mental health treatment if it is determined that there is substantial risk of harm due to their inability to provide for their own essential needs such as food, clothing, medical care, and shelter.
- Invests \$18 million to renovate the Sunmount campus in Tupper Lake. This funding will support roof replacements, exterior repairs, kitchen and bathroom renovations, and paving of roadways and parking lots.
- Provides \$75 million in funding to modernize the OPWDD Institute for Basic Research on Staten Island.
- Includes a 2.6% inflationary adjustment for human services not-for-profit agencies.

TRANSPORTATION AGENCIES

- The state budget enhances and expands the existing Work Zone Speed Camera Program by:
 - Doubling the number of cameras available to the Department of Transportation and Thruway Authority. DOT will be authorized to have 40 cameras, and the Thruway Authority can have a maximum of 20 cameras.
 - Expanding the program to the New York State Bridge Authority and the Triborough Bridge and Tunnel Authority.
 - Extending the program's authorization for five years.



DEPARTMENT OF CORRECTIONS AND COMMUNITY SUPERVISION (DOCCS)

- Authorizes the state to close up to three State Correctional Facilities with 90 days' notice. No specific facilities were named.
 - Allocates \$400 million in new funding for the acceleration and continued installation of fixed cameras in all facilities.
 - Provides \$18.4 million for the expansion of the body camera program.
 - Requires all state correction officers, and some civilian employees as determined by the commissioner, to wear body cameras while on duty.
-

OTHER STATE AGENCIES

- Provides \$150 million to renovate the State Museum in Albany.
- Provides a 25-year pension plan to Division of Military and Naval Affairs firefighters (DMNA) with a retirement benefit equal to 50% of their final average salary.
- Provides \$110 million in new capital funding for Olympic, ski, and other facilities, including Belleayre Mountain Ski Center.
- Includes \$200 million in capital funding for infrastructure projects at state parks.
- Provides \$44 million in capital investments at the State Fairgrounds.



LOCAL GOVERNMENTS

FUNDING

- An additional \$50 million in Temporary Municipal Assistance.
- \$335 million for the City of Albany to increase economic development, public safety, and enhance affordability.
- \$500 million for clean water infrastructure investments.
- \$100 million for a Pro-Housing Supply fund for local governments to assist with infrastructure projects necessary to create new housing, such as sewer and water infrastructure upgrades.
- Exempts local government employers in Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk and Westchester counties from the MTA Tax.
 - This includes counties, cities, towns, villages, special districts, public authorities, and community colleges.
- Authorizes a 5% occupancy tax for the City of Auburn.
- Authorizes an occupancy tax of up to 3% for the City of Buffalo.
- Maintains funding for other local infrastructure at last year's levels.

COMMUNITY COLLEGES

- Provides 100% of prior year funding, preventing a \$124 million loss in formula aid due to enrollment declines.
- Provides \$455.5 million in operating for SUNY Community Colleges, an increase of \$8 million over last year's levels.
- Implements free SUNY community college for students aged 25 to 55 pursuing associate degrees in high-demand industries, including advanced manufacturing, technology, cybersecurity, engineering, artificial intelligence, nursing, green and renewable energy.



EDUCATION

- Provides a total of \$37.6 billion in school aid, a \$1.7 billion increase over last year's levels.
 - Provides \$160 million to implement universal free breakfast and lunch for all students in public, private, and charter schools participating in the National School Lunch Program.
 - Continues to waive the retirement earnings cap for employees of school districts and Board of Cooperative Educational Services (BOCES) for two years.
 - Bans the use of internet-enabled devices (e.g., smart phones, smart watches) during school hours by students.
 - Schools must submit plans for compliance, effective for the 2025-2026 school year.
 - CSEA successfully secured language to require school districts to consult with unions when developing these policies.
 - Allows school districts to delay the implementation of the zero-emission school bus mandate for up to four years.
 - Authorizes a school district monitor for the Mount Vernon City School District.
-

LIBRARIES

- Provides \$106.3 million in library aid, an increase of \$2.47 million over last year's levels.
- Provides \$44 million in additional capital funding for library construction.



HEALTHCARE

- Provides additional Medicaid funding of \$425 million for hospitals and \$445 million for nursing homes.
 - Allocates \$1 billion in new funding to the Health Care Facility Transformation Program, which provides capital funding to support projects at safety-net hospitals.
 - Provides \$55.5 million in operating support and \$51.3 million in capital funding to the Roswell Park Comprehensive Cancer Center.
 - Makes significant changes to the operational oversight of Nassau University Medical Center (NUMC):
 - Replaces all current board members on June 1, 2025.
 - Changes the makeup of the board to make the board more accountable to the State.
 - Subjects NUMC to oversight by the State Department of Health and the Nassau County Interim Finance Authority.
 - Provides \$50 million in new capital funding for the hospital.
-

CHILD CARE

- Creates a child care substitute pool to ensure access to verified and qualified professionals when regular staff are unavailable.
- Provides \$10 million to renovate and build home-based child care programs.
- Includes \$2.2 billion in state aid for child care programs, a \$416 million increase over last year's levels.



REVENUE

- Extends the state income tax surcharge on high earners for five years.
 - Reduces income taxes for joint filers making up to \$323,200 annually, benefiting 77% of New Yorkers.
 - Provides \$2 billion in funding to issue inflation refund checks to New Yorkers making less than \$300,000 per year.
 - Increases the Child Tax Credit to \$1,000 per child under age four and \$500 per child aged four to 16.
 - This enhanced credit is available to families making up to \$110,000 per year and individuals making up to \$75,000 per year.
-

OTHER ISSUES

- Allows the state to use up to \$8 billion in rainy day funds to return the Unemployment Insurance (UI) Trust Fund to solvency.
 - This will save employers approximately \$300 per employee.
 - It will also allow the maximum UI benefit to be increased from \$504 to \$869 per week beginning October 1, 2025.
- Allows striking workers to collect unemployment insurance benefits after a two-week waiting period. Previously, striking workers were required to have a three-week waiting period before unemployment insurance benefits could begin.



LEGISLATIVE SESSION

This session delivered important victories for our union. We led the charge to regulate how artificial intelligence (AI) is used by local governments, school districts and SUNY, ensuring workers aren't replaced by these new technologies. We were also successful in getting legislation passed to improve recruitment and retention in the public sector, improve conditions for home-based child care providers and much more.

Here is a short summary of key legislation passed by both the state Assembly and state Senate. For updated information on the status of these bills, visit our Legislative Action Center at cseany.org.



BILLS PASSED

Civil Service

Regulating Artificial Intelligence (AI) in the Public Sector

S.7599 (Gonzalez) / A.8295 (Otis)

CSEA Position: Support

This bill builds upon last year's legislative success, the LOADING Act, which protected employees of state agencies and public authorities from displacement due to AI. This bill expands these protections to local governments, school districts, and SUNY, ensuring that employees are protected from layoffs, terminations, or reductions in hours/salary due to AI. The bill also provides transparency by requiring employers to report their use of AI systems.



Providing Appointment Letters to Public Employees

S.5760 (Jackson) / A.6624 (Pheffer Amato)

CSEA Position: Support

This legislation requires that when a public employer offers someone a job or promotion, they must provide specific information about the position, including terms of employment, salary, and benefits. This is a common-sense measure that ensures that current and prospective employees have access to all of the job related information that they are entitled to.

CBA Layoff Rights

S.12 (Jackson) / A.779 (Pheffer Amato)

CSEA Position: Support

This legislation would clarify that CBAs remain valid and enforceable when they contain layoff provisions that exceed what is mandated by law. In 2023, a law was enacted to grant layoff rights to all classified employees. However, the Department of Civil Service has interpreted the provisions of this law as a ceiling, rendering any CBAs with more protective layoff procedures unenforceable. This legislation allows CBAs with more protective layoff procedures to remain in effect.

Civil Service (Continued)

Paid Time for Workplace Violence Inspections

S.5254 (Chris Ryan) / A.6612 (Bronson)

CSEA Position: Support

This legislation clarifies that time spent by a public employee on an inspection, including a risk evaluation and determination inspection, or annual program review is paid time. Since the creation of the Workplace Violence Law 20 years ago, time spent by employees on inspections and program reviews has always been treated as paid time. However, this law has recently been misinterpreted by some employers as to not require the time to be paid. This bill preserves a long-standing practice that encourages employee participation in the enforcement and review of these plans and inspections by ensuring that they are paid while participating.



Additional Paid Leave for Military Duty

S.3318 (Scarcella-Spanton) / A.8822 (Kay)

CSEA Position: Support

This legislation increases the amount of paid military leave available to public employees who serve in the reserves or National Guard from 30 to 60 days. It ensures that no public servant is financially penalized for answering the call to duty. As reserve deployments grow more frequent and extended, this bill helps support those who serve our nation while also serving our communities.

Municipal Openings on State Jobs Website

S.7237 (May) / A.8023 (Kassay)

CSEA Position: Support

This legislation allows local governments to post their civil service job openings on the state's centralized jobs website. Currently, municipal job seekers must navigate a patchwork of local sites. By expanding access to a centralized job board, this bill will allow local governments to better publicize job openings, which will help recruit new employees into local government positions.

Local Governments

Exempting EMS from the Property Tax Cap

S.1515 (May) / A.2177 (Lupardo)

CSEA Position: Support

This legislation removes emergency medical services (EMS) from the limit on real property tax levied by local governments. Under the current property tax cap, local governments face strict limits on how much they can increase their property tax levies each year. This restriction has created significant budgetary challenges for funding vital emergency services. By exempting EMS expenditures from the real property tax levy limit, this bill gives municipalities the ability to better staff, equip, and maintain their emergency medical services.



Faculty/Staff Seat on Community College Boards

S.4685 (Stavisky) / A.5979 (Bronson)

CSEA Position: Support

This legislation adds a non-voting faculty or staff representative to each community college board of trustees. Employees bring invaluable on-the-ground perspectives to governance decisions that affect campus operations, student success, and institutional priorities. Their presence on the board promotes transparency, collaboration, and more effective decision-making.

Freedom to Read Act

S.1099 (May) / A.7777 (Simone)

CSEA Position: Support

This bill protects the rights of school library employees to curate materials without political interference and ensures that communities maintain access to diverse viewpoints. It prohibits censorship of library materials based on political or ideological disagreement and affirms that reading choices belong to individuals, not to government bodies or vocal minorities.

Safety

Cardiac Emergency Response Plans in Schools

S.5539 (Baskin) / A.785 (Solages)

CSEA Position: Support

This bill requires school districts and BOCES to develop and implement a cardiac emergency response plan that set standards for responding to a person experiencing sudden cardiac arrest or a similar life-threatening emergency at school. School staff can access voluntary training on first aid, CPR, and defibrillators to learn how to assist individuals experiencing these emergencies.



Operational Safety Plans for State Parks Employees

S.7680 (Serrano) / A.6634 (Kim)

CSEA Position: Support

This legislation requires the NYS Office of Parks, Recreation, and Historic Preservation to develop operational safety plans prior to sending employees into hazardous conditions. CSEA took action after the tragic death Darriel Vasquez, who died while responding to a wildfire in Sterling Forest State Park in 2024. Before parks employees are deployed into severe weather, wildfires, or other dangerous situations, the state would have to fully assess the hazards and ensure that all staff assigned are properly trained, equipped, and supported for all the roles that they are expected to perform.

Hospital Workplace Violence Programs

S.5294 (Sepulveda) / A.203 (Cruz)

CSEA Position: Support

This legislation requires all general hospitals to develop violence prevention programs. The legislation would require hospitals to provide security personnel in hospital emergency departments to protect healthcare staff from violence, verbal, and physical abuse.

Safety (Continued)

Reporting Assaults in the Workplace

S.4906 (Fahy) / A.6055 (Woerner)

CSEA Position: Support

When the police are called to respond to an assault in a healthcare facility, they generally ask the victim to come to the police station for an interview after work. This discourages crime reporting since many health care workers, who have stressful jobs with long hours, decide not to follow up if an assault did not result in a serious injury. This bill allows an employee of a hospital, emergency medical facility, nursing home, or residential health care facility to make a statement to police at the workplace, rather than at the police station.



Social Services

Preventing Anonymous Child Abuse Reporting

S.550 (Brisport) / A.66 (Hevesi)

CSEA Position: Support

This legislation requires individuals who report suspected child abuse or maltreatment to provide their name and contact information. Anonymous reports of child abuse and neglect are sometimes weaponized to harass individuals, often in the context of personal disputes such as custody battles or neighbor conflicts. These unfounded reports contribute to inflated caseloads for child protective services. Requiring contact information will help reduce baseless claims, curb the misuse of the reporting system, and allow caseworkers to focus on families who truly need help.

Training for CPS Caseworkers

S.2295 (Bailey) / A.5206 (Reyes)

CSEA Position: No objection

This legislation requires the State Office of Children and Family Services (OCFS) to establish a training curriculum for child protective services workers, which teaches appropriate investigatory techniques for reports of sexual abuse. All child protective services workers will be required to take these trainings.

Courts

30/55 Retirement for Court Officers

S.8207 (Jackson) / A.8801 (Pheffer Amato)

CSEA Position: Support

This bill would allow any Tier 6 member who is a uniformed court officer or peace officer employed by the Unified Court System to retire without an early age reduction at age 62 or upon attaining age 55 with 30 years of creditable service. It would also reduce the normal retirement age from 63 to 62 and lessen the reductions in benefits for those who retire prior to normal retirement age. This aligns with the benefits provided to Tier 4 and 5 employees



New Judicial Districts

S.8418 (Gianaris) / A.8883 (Rivera)

CSEA Position: No objection

This legislation reorganizes judicial districts across the state, creates two new districts, and changes the number of justices in each district. Notably, Onondaga and Erie Counties will now comprise their own judicial districts.

Child Care

Reducing Staffing Requirements for Home-Based Childcare Providers

S.4929 (Brouk) / A.4003 (Clark)

CSEA Position: Support

This bill aligns infant supervision standards for home-based child care providers. This will reduce the burden of excessive staffing requirements on home-based providers and will improve access to infant care across the state.

Other Bills Passed

Memorials for Fallen Highway Workers

S.5997 (Gallivan) / A.6969 (DiPietro)

S.7706 (Harckham) / A.7843 (Slater)

CSEA Position: Support

These bills dedicate portions of the state highway system to Jake Arcara and Stephen Ebling. In 2022, CSEA member and Machine Equipment Operator for the Yorktown Highway Department, Jake Arcara, was killed on the job by a motorist who sped through a construction zone. In 2024, NYS Thruway Maintenance Supervisor and CSEA member, Stephen Ebling, was struck and killed by a car that crossed over hazard markings on the highway. CSEA is proud to support these bills as a tribute to these fallen workers. However, more needs to be done. We will continue to advocate for proactive measures that protect highway workers before tragedy strikes again.



25-Year Retirement for ECMC Peace Officers

S.7143 (Sean Ryan) / A.7861 (Peoples-Stokes)

CSEA Position: Support

This legislation provides peace officers employed by Erie County Medical Center (ECMC) with a pension equal to 50 percent of their final average salary after 25 years of service. ECMC peace officers provide critical protection for patients, employees, and the public at the hospital. They graduate from the police academy, carry firearms, and respond to emergencies and serious criminal activity, like other officers. However, they don't receive the same pension. This bill is a step towards pension parity for these officers.

Cybersecurity Training

S.7672 (Martinez) / A.6769 (Jones)

CSEA Position: No objection

This legislation requires employees of state agencies, public benefit corporations, counties, cities, towns, villages, and districts who use technology as a part of their official job duties to take annual cybersecurity awareness training beginning January 1, 2026. These trainings will take place during an employee's regular working hours and will be paid time.

Other Bills Passed (Continued)

Protecting Private Sector Organizing

S.8034 (Ramos) / A.8590 (Bronson)

CSEA Position: Support

The bill allows the state Public Employment Relations Board (PERB) to certify unions as exclusive bargaining representatives when the National Labor Relations Board (NLRB) fails to act. The bill is necessary in light of recent dysfunction at the NLRB, when appointments and vacancies have left the NLRB unable or unwilling to carry out its duty to protect organizing workers. This ensures that PERB can step in to maintain workers' rights and uphold existing CBAs.



Other Bills Passed (Continued)

Corrections Reform Package

S.8415 (Salazar) / A.8871 (Dilan)

CSEA Position: No objection

This legislation was passed in the wake of the murder of Robert Brooks at Marcy Correctional Facility, which drew scrutiny to use-of-force incidents and conditions inside New York's prisons. In the weeks that followed, thousands of corrections officers engaged in an unauthorized strike, citing unsafe working conditions and calling for the repeal of the HALT Act, which limits the use of solitary confinement.

CSEA has been working with the State Legislature to enact policies that protect everyone in these facilities, including by engaging with the HALT Act Reform Committee, which is set to release recommended changes to this law in the coming months.

This legislation includes several changes to the way correctional facilities operate, including:

- Requiring correctional facilities to share video footage related to the death of an inmate within 72 hours.
- Requiring correctional facilities to install cameras with complete coverage in all areas aside from interior cells, bathrooms/showers, and medical treatment areas.
- Requiring DOCCS to promptly notify next-of-kin and other designees about the death of an inmate and the surrounding circumstances.
- Requiring DOCCS to conduct a study on deaths in correctional facilities and issue a report one year after commission.
- Increasing the number of appointees to the State Commission of Correction from three to nine.
- Allowing the correctional association to visit all state correctional facilities on any day at any time with 24-hour notice.
- Pausing the statute of limitations for an incarcerated individual to file a civil claim for damages until they are released from custody.



CONSTITUTIONAL AMENDMENTS PASSED

Constitutional Amendment on ADK Land Transfers

S.8047 (Stec) / A.3628 (Jones)

CSEA Position: Support

This constitutional amendment would authorize the Mount Van Hoevenberg Olympic Sports Complex to use forest preserve land for the construction of Nordic skiing and biathlon trails. Equivalent land would be preserved to replace the land being constructed on. This amendment will be appear on the ballot for voter approval at the 2025 general election.



BILLS WE'RE STILL WORKING ON

Social Services

Caseload Caps for Preventative Services Caseworkers

S.3913 (Sean Ryan) / A.3553 (Burke)

CSEA Position: Support

This legislation caps caseloads for preventative services caseworkers at no more than 12 families per month. These caps will ensure that preventative services caseworkers can give families the proper amount of time and attention that they need and will improve the recruitment and retention of these caseworkers.

Caseload Caps for Child Protective Services Caseworkers

S.7318 (Brisport) / A.456 (Hevesi)

CSEA Position: Support

This legislation requires OCFS to set caseload caps for Child Protective Services (CPS) caseworkers and sets limits at no more than two initial investigations, per caseworker, per week. Setting caseload caps for CPS workers, as well as limiting the number of initial investigations, will ensure that CPS caseworkers can give children and families the proper amount of time that they need and will improve the recruitment and retention of these caseworkers.

Social Services (Continued)

Caseload Caps for Foster Care Caseworkers

S.6753 (Brisport) / A.7596 (Rivera)

CSEA Position: Support

This legislation caps caseloads for foster caseworkers at no more than 16 cases per month. This cap will improve outcomes for children in foster care and strengthen New York's child welfare system.

Caseload Caps for Adult Protective Services Caseworkers

S.2396 (Persaud) / A.4035 (Eachus)

CSEA Position: Support

This legislation caps caseloads for Adult Protective Services (APS) caseworkers at no more than 30 total cases per month. These caps will protect at-risk adults by ensuring that APS workers have the time to conduct thorough investigations and intervene before situations escalate.

Panic Buttons for Social Services Employees

S.6987 (Harckham) / A.7833 (Levenberg)

CSEA Position: Support

This bill requires local social services districts to provide 'panic buttons' to social workers who interact with clients in external settings. When pressed, the panic buttons will contact 9-1-1 and provide first responders with the exact location of the employee. This bill would ensure that social workers are able to contact emergency services when they are in dangerous situations.

Increasing Penalties for Assaulting a CPS Worker

S.6986 (Harckham) / A.7831 (Levenberg)

CSEA Position: Support

This bill increases criminal penalties for assaulting a Child Protective Services (CPS) worker. CPS workers face a non-fatal workplace injury rate five times the rate of all U.S. workers. These workers are often required to conduct home visits alone, where hostile clients may react aggressively to investigations. Increasing penalties for assaulting these workers will deter future violence and help ensure CPS employees can go to work without fear of being assaulted or killed.



Transportation

Increased Penalties for Speeding in a Work Zone

S.4647 (Cooney) / A.4015 (Magnarelli)

CSEA Position: Support

This legislation increases penalties for speeding in a work zone. Penalties for speeding in a work zone have not been updated since 2003. This will more appropriately penalize drivers who speed in work zones and will help to deter these behaviors.

Increased Penalties for Violating the Move Over Law

S.4649 (Cooney) / A.4016 (Magnarelli)

CSEA Position: Support

This legislation increases penalties for failing to comply with New York State's Move Over Law. The Move Over Law requires drivers to slow down and move over when approaching a vehicle on the roadside. This law protects highway workers, first responders, and anyone stopped on the side of the road. However, many drivers fail to comply, putting lives at risk. This will more appropriately penalize drivers who fail to comply with the law and will help to deter these behaviors.

Increasing Penalties for Assaulting a Transportation Worker

S.8184 (Cooney) / A.8854 (Dinowitz)

CSEA Position: Support

This bill increases criminal penalties for assaulting transportation workers, including Motor Vehicle License Examiners, Motor Vehicle Representatives, and highway workers (state, local government, or private sector). Increasing penalties for assaulting these workers will deter future violence and help ensure employees can go to work without fear of being assaulted or killed.



Benefits

Full Pay & Health Benefits for Injured Probation Officers

S.1538 (Gallivan) / A.2535 (Paulin)

CSEA Position: Support

This bill provides counties with the option to provide full pay and medical coverage to injured probation officers. Police officers and other law enforcement personnel are eligible to receive full pay and medical coverage when recovering from an injury. Probation officers, who face similar risks, are only eligible for workers' compensation benefits.



25-year Retirement for Court Officers

S.4581 (Jackson) / A.5767 (Pheffer Amato)

CSEA Position: Support

This bill provides uniformed court officers employed by the Unified Court System with a pension equivalent to 50% of their final salary after 25 years of service. Uniformed court officers keep court facilities safe for judges, attorneys, defendants, and the public. Court officers face similar stressors as other law enforcement employees. However, while many law enforcement employees can retire after 20 years of service, Tier 6 court officers must work until age 63. This makes these jobs difficult to recruit for and leads to high turnover of these employees.

25-year Retirement for 911 Operators and Emergency Dispatchers

S.7635-A (Chris Ryan) / A.8259-A (Jones)

CSEA Position: Support

This legislation provides an optional 25-year retirement plan for 911 operators and emergency dispatchers. 911 operators and emergency dispatchers are first responders who work in extremely fast-paced, stressful environments. The existing retirement plan makes it difficult to recruit and retain employees, as the cumulative stress and trauma of the job take a significant toll on their well-being.

Other

Exit Interviews for Resigning Employees

S.6990 (Jackson) / A.5912 (Bores)

CSEA Position: Support

This bill requires state agencies to conduct exit interviews with employees who resign or retire. In the face of widespread recruitment and retention issues, this bill is a critically important step towards addressing common employee grievances and maintaining a skilled, efficient state workforce.



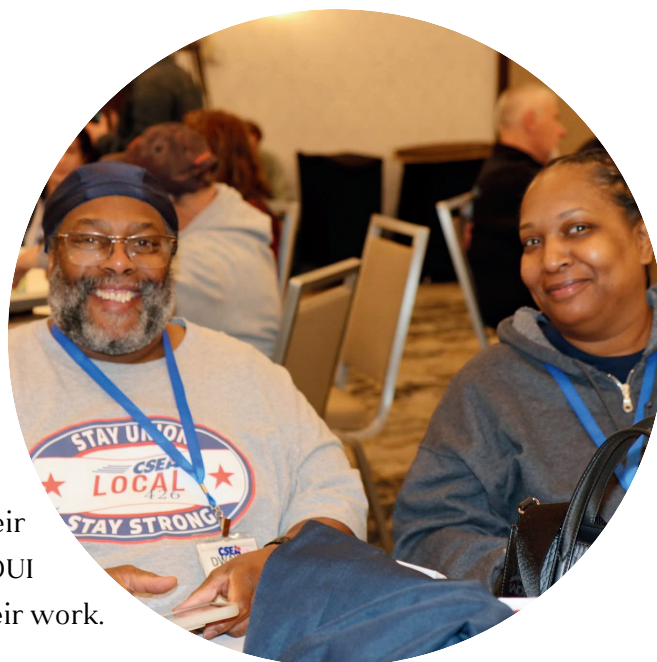
BILLS SUCCESSFULLY OPPOSED

DOCCS Alternative Disciplinary Procedures

S.1671 (Salazar) / A.5355 (Tapia)

CSEA Position: Oppose

This bill removes disciplinary procedures from being a mandatory subject of negotiation for all employees of the Department of Corrections and Community Supervision (DOCCS) who are accused of “serious misconduct.” The bill would also allow the commissioner to terminate an employee for any criminal conviction, meaning an employee could lose their career over a decades-old shoplifting charge, a misdemeanor DUI that occurred off duty, or other minor offenses unrelated to their work.



The EMPIRE Act

S.448-A (Hoylman-Sigal) / A.4278-A (Simon)

CSEA Position: Oppose

This legislation outsources wage theft enforcement actions to private organizations. This work is performed by staff at the Department of Labor (DOL). Advocates of this legislation claim that it is necessary because the DOL does not have sufficient staff. We agree that staffing levels must increase. However, the solution is not the privatization of this function, rather, it is for the state to hire additional staff to enforce these laws.

Diminishing Benefits

A.1780 (Fitzpatrick)

CSEA Position: Oppose

This legislation would exclude overtime earnings from an employee’s final average salary in pension calculations. This would drastically reduce the final average salary for many employees, diminishing their retirement benefit.

FEDERAL ISSUES

The federal government has enacted a budget reconciliation package that would slash more than \$1 trillion dollars in funding, which would directly impact the New York State budget. These cuts could force layoffs, furloughs, hiring freezes, and a more challenging environment for negotiating open collective bargaining agreements.

In preparation for these cuts, the enacted state budget includes language to allow the Division of Budget to reduce appropriations if more than \$2 billion in state revenue is lost.

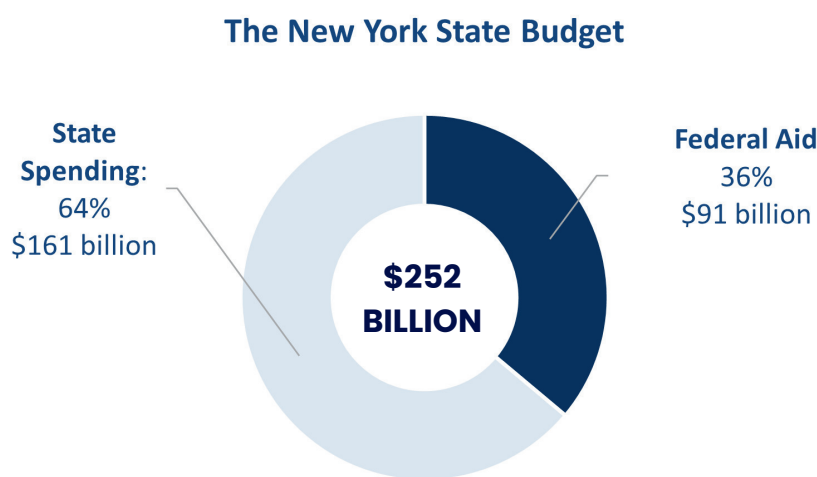


WHAT'S IN THE FEDERAL RECONCILIATION LAW?

- \$1.1 trillion in cuts to Medicaid and the ACA.
- New administrative burdens for state and Medicaid recipients beginning December 31, 2026.
- Limits the ability of states to finance Medicaid costs beginning January 1, 2026.
- Excludes lawfully present immigrants from the Essential Plan beginning January 1, 2026.
- Cuts funding for safety net hospitals beginning September 1, 2025.
- Reduces federal aid for SNAP by \$189 billion.
- Requires all states to pay for SNAP benefits, for the first time ever beginning, October 2027.
- Requires all states to pay for 75% of SNAP administrative costs, up from 50%, beginning October 2026.
- Adds work requirements for SNAP recipients with school aged children (aged 14+) and recipients aged 55-64 beginning immediately.
- Reduces future SNAP benefit increases.

WHY DOES IT MATTER?

- 36% of New York's budget revenue is from federal sources.
- Federal funding is essential for New York's public services, impacting healthcare, education, social services, public protection, and infrastructure.
- Cuts to federal spending directly affect every CSEA-represented position.



WHAT DOES THIS MEAN FOR NEW YORK?



\$23 BILLION

Total financial hit to the state



\$13 BILLION

In cuts to hospitals
and healthcare
facilities



\$10 BILLION

Increase to the
State Budget
deficit

75,000

Hospital jobs
cut statewide

70+

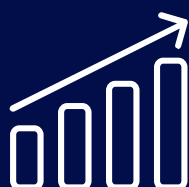
Hospitals at risk
of closure

1.5 MILLION

New Yorkers
will lose
healthcare
coverage

300,000

New Yorkers will
lose SNAP
Benefits



+\$3.4 TRILLION

To the National Debt



HOW CSEA FOUGHT BACK



MORE THAN 5,000 POSTCARDS SENT TO OUT-OF-STATE CSEA RETIREES



MORE THAN 500 LETTERS SENT FROM CSEA MEMBERS TO CONGRESSIONAL REPRESENTATIVES



THOUSANDS OF CALLS FROM CSEA MEMBERS TO CONGRESSIONAL REPRESENTATIVES



MORE THAN 500 CSEA MEMBERS VOLUNTEERING AS FEDERAL ADVOCATES



RALLIES AND VISABILITY IN FRONT OF CONGRESSIONAL DISTRICT OFFICES

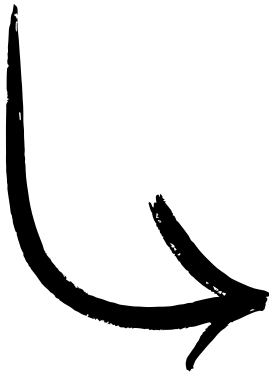


THE APPOINTMENT OF 62 POLITICAL ACTION LIAISONS WHO ORGANIZED MEMBERS AGAINST THESE CUTS



HOW CAN YOU HELP?

BECOME A CSEA FEDERAL ADVOCATE



**JOIN THE MORE THAN 500 CSEA MEMBERS
WHO ARE COMMITTED TO RAISING THEIR
VOICES, ORGANIZING, AND MAKING CHANGE
AT THE FEDERAL LEVEL**

HOW CAN YOU HELP?

JOIN THE PEOPLE PROGRAM

PEOPLE is a voluntary CSEA and AFSCME program where participating members contribute funds, which are then used to advance CSEA's agenda at the local, state and federal levels. This includes education programs, lobbying efforts, and supporting candidates running for office.



FOR AS LITTLE AS 27 CENTS PER DAY

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REGULAR UPDATES FROM THE LEGISLATIVE AND POLITICAL
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