

S T A T E O F N E W Y O R K

S. 5548

A. 8330

2009-2010 Regular Sessions

S E N A T E - A S S E M B L Y

May 15, 2009

IN SENATE -- Introduced by Sen. SAVINO -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions

IN ASSEMBLY -- Introduced by M. of A. ABBATE -- read once and referred to the Committee on Governmental Employees

AN ACT to amend the civil service law, in relation to layoff and recall rights and disciplinary hearings for certain employees in the non-competitive and labor class

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. Section 80-a of the civil service law, as added by chapter
2 283 of the laws of 1972, subdivision 2 as amended by chapter 376 of the
3 laws of 1977, and subdivision 3 as added and subdivisions 4 and 5 as
4 renumbered by chapter 360 of the laws of 1985, is amended to read as
5 follows:
6 S 80-a. Suspension or demotion upon the abolition or reduction of
7 non-competitive class positions [in the state service] AND LABOR CLASS
8 POSITIONS. 1. Suspension or demotion. Where, because of economy,
9 consolidation or abolition of functions, curtailment of activities or
10 otherwise, positions in the non-competitive class [of the state service]
11 OR LABOR CLASS are abolished or reduced in rank or salary grade, suspension or demotion, as the case may be, among incumbents having tenure protection pursuant to [paragraph] PARAGRAPHS (c) AND (F) of subdivision one of section seventy-five of this [chapter] ARTICLE and holding the same or similar positions shall be made in the inverse order of original appointment on a permanent basis in the classified service [of the state service], subject to the provisions of subdivision seven of section eighty-five of this chapter; provided, however, that the date of original appointment of any such incumbent who was transferred to the state service from another governmental jurisdiction upon the transfer

EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets [] is old law to be omitted.

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1 of functions shall be the date of original appointment on a permanent
2 basis in the classified service in the service of the governmental
3 jurisdiction from which such transfer was made. Notwithstanding the
4 provisions of this subdivision, however, upon the abolition or reduction
5 of positions in the non-competitive class OR LABOR CLASS, incumbents
6 holding the same or similar positions who have not completed their
7 probationary service shall be suspended or demoted, as the case may be,
8 before any permanent incumbents, and among such probationary employees
9 the order or suspension or demotion shall be determined as if such
10 employees were permanent incumbents.

11 2. Continuous service. Except as otherwise provided herein, for the
12 purposes of this section, [in the state service] the original appoint-
13 ment of an incumbent shall mean the date of his first appointment on a
14 permanent basis in the classified service followed by continuous service
15 in the classified service on a permanent basis up to the time of the
16 abolition or reduction of the non-competitive class POSITIONS OR LABOR
17 CLASS POSITIONS. An employee who has resigned and who has been rein-
18 stated or reappointed in the service within one year thereafter shall,
19 for the purposes of this section, be deemed to have continuous service.
20 An employee who has been terminated because of a disability resulting
21 from occupational injury or disease as defined in the [workmen's] WORK-
22 ERS' compensation law and who has been reinstated or reappointed in the
23 service thereafter shall be deemed to have continuous service. A period
24 of employment on a temporary or provisional basis, or in the unclassi-
25 fied service, immediately preceded and followed by permanent service in
26 the classified service, shall not constitute an interruption of contin-
27 uous service for the purposes of this section; nor shall a period of
28 leave of absence without pay pursuant to law or the rules of the civil
29 service commission having jurisdiction, or any period during which an
30 employee is suspended from his position pursuant to this section,
31 constitute an interruption of continuous service for the purposes of
32 this section.

33 3. Interrupted service. [A state] AN employee who has resigned and who
34 has been reinstated or reappointed in the service more than one year
35 thereafter shall be credited with any previous [state] service rendered
36 prior to his or her resignation to which he or she would have been enti-
37 tled for the purposes of this section but for such resignation;
38 provided, however, that any time out of the service exceeding three
39 years shall be subtracted from the employee's previous [state] service.
40 In such instances, continuous service shall be deemed to have begun on
41 the date which precedes the otherwise applicable date for the commence-
42 ment of continuous service by the period of actual creditable service
43 provided by this subdivision.

44 4. Units for suspension or demotion. The president may, by regulation,
45 designate as separate units for suspension or demotion under the
46 provisions of this section any state hospital, institution or facility
47 or any division of any state department or agency or specified hospi-
48 tals, institutions and facilities of a single state department or agency
49 within a particular geographic area as determined by the president. Upon
50 the abolition or reduction of positions in the [state] service, suspen-
51 sion or demotion, as the case may be, shall be made from among employees
52 holding the same or similar positions in the department wherein such
53 abolition or reduction occurs, except that where such abolition or
54 reduction occurs in a separate unit for suspension or demotion desig-
55 nated by regulation of the president, suspension or demotion shall be

1 made from among incumbents holding the same or similar positions in such
2 separate unit.

3 5. Displacement. A permanent incumbent having tenure protection pursu-
4 ant to [paragraph] PARAGRAPHS (c) OR (F) of subdivision one of section
5 seventy-five of this chapter who served in a position in [state] service
6 and who was suspended or displaced from such position pursuant to this
7 section shall displace the incumbent with the least retention right
8 pursuant to subdivisions one and two of this section who is serving in a
9 position in the title in which the displacing incumbent last served on a
10 permanent basis prior to service in one or more positions in the title
11 from which he is suspended or displaced, if: (1) the service of the
12 displacing incumbent while in such former title was satisfactory and (2)
13 the position of the junior incumbent is in (a) the non-competitive class
14 OR LABOR CLASS, (b) the layoff unit from which the displacing incumbent
15 was suspended or displaced, and (c) a lower salary grade than the posi-
16 tion from which the displacing incumbent is suspended or displaced;
17 provided, however, that no incumbent shall displace any other incumbent
18 having greater retention standing. Refusal of appointment to a position
19 afforded by this subdivision constitutes waiver of rights under this
20 subdivision with respect to the suspension or displacement on account of
21 which the refused appointment was afforded. The [state civil service]
22 commission shall promulgate rules to implement this subdivision includ-
23 ing rules which may provide adjunctive opportunities for displacement to
24 formerly held positions; provided, however, that no such rule shall
25 permit an incumbent to displace any other incumbent having greater
26 retention standing. For the purpose of acquiring preferred list rights,
27 displacement pursuant to this subdivision is the equivalent of suspen-
28 sion or demotion pursuant to subdivision one of this section.

29 S 2. Subdivision 1 of section 75 of the civil service law, as amended
30 by chapter 942 of the laws of 1970, the opening paragraph and paragraph
31 (d) as amended and paragraph (e) as added by chapter 842 of the laws of
32 1985, paragraph (b) as amended by chapter 350 of the laws of 1989, and
33 paragraph (c) as amended by chapter 439 of the laws of 1986, is amended
34 to read as follows:

35 1. Removal and other disciplinary action. A person described in para-
36 graph (a) [or], paragraph (b), [or] paragraph (c), [or] paragraph (d),
37 [or] paragraph (e), OR PARAGRAPH (F) of this subdivision shall not be
38 removed or otherwise subjected to any disciplinary penalty provided in
39 this section except for incompetency or misconduct shown after a hearing
40 upon stated charges pursuant to this section.

41 (a) A person holding a position by permanent appointment in the
42 competitive class of the classified civil service, or

43 (b) a person holding a position by permanent appointment or employment
44 in the classified service of the state or in the several cities, coun-
45 ties, towns, or villages thereof, or in any other political or civil
46 division of the state or of a municipality, or in the public school
47 service, or in any public or special district, or in the service of any
48 authority, commission or board, or in any other branch of public
49 service, who was honorably discharged or released under honorable
50 circumstances from the armed forces of the United States having served
51 therein as such member in time of war as defined in section eighty-five
52 of this chapter, or who is an exempt volunteer firefighter as defined in
53 the general municipal law, except when a person described in this para-
54 graph holds the position of private secretary, cashier or deputy of any
55 official or department, or

1 (c) an employee holding a position in the non-competitive class other
2 than a position designated in the rules of the state or municipal civil
3 service commission as confidential or requiring the performance of func-
4 tions influencing policy, who since his last entry into service has
5 completed at least [five years] ONE YEAR of continuous service in the
6 non-competitive class in a position or positions not so designated in
7 the rules as confidential or requiring the performance of functions
8 influencing policy, or

9 (d) an employee in the service of the City of New York holding a posi-
10 tion as Homemaker or Home Aide in the non-competitive class, who since
11 his last entry into city service has completed at least three years of
12 continuous service in such position in the non-competitive class, or

13 (e) an employee in the service of a police department within the state
14 of New York holding the position of detective for a period of three
15 continuous years or more; provided, however, that a hearing shall not be
16 required when reduction in rank from said position is based solely on
17 reasons of the economy, consolidation or abolition of functions,
18 curtailment of activities or otherwise, OR

19 (F) AN EMPLOYEE HOLDING A POSITION IN THE LABOR CLASS WHO HAS
20 COMPLETED ONE YEAR OF SERVICE IN A LABOR CLASS POSITION.

21 S 3. This act shall take effect immediately.