

4955

2011-2012 Regular Sessions

I N A S S E M B L Y

February 9, 2011

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 improper employer
practices

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

1 Section 1. Subdivision 1 of section 209-a of the civil service law, as
2 amended by chapter 244 of the laws of 2007, is amended to read as
3 follows:
4 1. Improper employer practices. It shall be an improper practice for a
5 public employer or its agents deliberately (a) to interfere with,
6 restrain or coerce public employees in the exercise of their rights
7 guaranteed in section two hundred two of this article for the purpose of
8 depriving them of such rights; (b) to dominate or interfere with the
9 formation or administration of any employee organization for the purpose
10 of depriving them of such rights; (c) to discriminate against any
11 employee for the purpose of encouraging or discouraging membership in,
12 or participation in the activities of, any employee organization; (d) to
13 refuse to negotiate in good faith with the duly recognized or certified
14 representatives of its public employees, AND NOTWITHSTANDING ANY OTHER
15 PROVISION OF THIS ARTICLE, WHERE SUCH EMPLOYER IS DETERMINED TO HAVE
16 VIOLATED THIS PARAGRAPH, THE LAST OFFER OF THE DULY RECOGNIZED OR CERTI-
17 FIED REPRESENTATIVE OF ITS PUBLIC EMPLOYEES SHALL BECOME THE AGREEMENT
18 BETWEEN SUCH EMPLOYER AND SUCH EMPLOYEES UNTIL CHANGED OR MODIFIED BY
19 MUTUAL AGREEMENT OF THE PARTIES; (e) to refuse to continue all the terms
20 of an expired agreement until a new agreement is negotiated, unless the
21 employee organization which is a party to such agreement has, during
22 such negotiations or prior to such resolution of such negotiations,
23 engaged in conduct violative of subdivision one of section two hundred
24 ten of this article; (f) to utilize any state funds appropriated for any
25 purpose to train managers, supervisors or other administrative personnel

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

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1 regarding methods to discourage union organization or to discourage an
2 employee from participating in a union organizing drive; or (g) to fail
3 to permit or refuse to afford a public employee the right, upon the
4 employee's demand, to representation by a representative of the employee
5 organization, or the designee of such organization, which has been
6 certified or recognized under this article when at the time of question-
7 ing by the employer of such employee it reasonably appears that he or
8 she may be the subject of a potential disciplinary action. If represen-
9 tation is requested, and the employee is a potential target of discipli-
10 nary action at the time of questioning, a reasonable period of time
11 shall be afforded to the employee to obtain such representation. It
12 shall be an affirmative defense to any improper practice charge under
13 paragraph (g) of this subdivision that the employee has the right,
14 pursuant to statute, interest arbitration award, collectively negotiated
15 agreement, policy or practice, to present to a hearing officer or arbi-
16 trator evidence of the employer's failure to provide representation and
17 to obtain exclusion of the resulting evidence upon demonstration of such
18 failure. Nothing in this section shall grant an employee any right to
19 representation by the representative of an employee organization in any
20 criminal investigation.

21 S 2. This act shall take effect immediately.