STATE OF NEW YORK

2394--A

2023-2024 Regular Sessions

IN SENATE

January 20, 2023

Introduced by Sen. JACKSON -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions -- recommitted to the Committee on Civil Service and Pensions in accordance with Senate Rule 6, sec. 8 -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the civil service law, in relation to employee representation of state employees designated managerial or confidential

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section 208 of the civil service law is amended by adding a new subdivision 4-a to read as follows:

4-a. (a) Within thirty days of a public employee first being employed or reemployed by a public employer, or within thirty days of being promoted or transferred within the existing employing agency or a new employing agency, the public employer shall notify any organization incorporated prior to nineteen hundred eighty that exclusively advocates for public employees covered under section two hundred fourteen of this article, with the exception of collective negotiation, of the employee's name, address, job title, employing agency, department or other operating unit, and work location; and

(b) Within thirty days of providing notice in paragraph (a) of this subdivision, a public employer shall allow a duly appointed representative of any organization incorporated prior to nineteen hundred eighty that exclusively advocates for public employees covered under section two hundred fourteen of this article, with the exception of collective negotiation, to meet with such employee for a reasonable amount of time during his or her work time without charge to leave credits, unless otherwise specified within an existing agreement, policy or procedure currently existing for public employees covered under section two hundred fourteen of this article, provided, however, that the arrange-

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

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ments for such meeting must be scheduled in consultation with a designated representative of the public employer; and

(c) Upon the request of any organization incorporated prior to nineteen hundred eighty that exclusively advocates for public employees covered under section two hundred fourteen of this article, with the exception of collective negotiation, and if the public employer conducts new employee orientations, the public employer shall provide any organization incorporated prior to nineteen hundred eighty that exclusively advocates for public employees covered under section two hundred fourteen of this article, with the exception of collective negotiation, mandatory access to such new employee orientations. Such organization shall receive not less than ten days' notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the employer's operations that was not reasonably foreseeable to provide such notice. The structure, time, and manner of exclusive representative access shall be determined through mutual agreement between such organization and the employer.

§ 2. This act shall take effect immediately.