



New York State  
PUBLIC EMPLOYEES  
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# ***SUPPORT***

**May 21, 2010**

**A11144/Abbate  
S7909/Savino**

The New York State Public Employees Federation, representing 58,000 Professional, Scientific, and Technical workers of New York State, supports this legislation.

This bill, which is a Governor's Program Bill, would establish a temporary retirement incentive for certain employees of the state as well as other public employers. The incentive would consist of two parts – Part A and Part B. Part A would provide one month of additional service credit for each year of service up to a maximum of 3 years of additional service credit for employees whose title would otherwise be identified for layoffs or whose title includes positions into which employees affected by layoffs can be transferred or reassigned. In order to qualify for Part A, a member must further be eligible to retire or be at least 50 years of age with 10 or more years of service. Part B would allow members to retire without penalty provided that they have attained the age of 55 and have completed at least 25 years of service. Participation could be denied if it is determined that the employee holds a position which is critical to the maintenance of public health and safety.

While PEF remains concerned with the state's ability to deliver vital services with its already depleted workforce, if there are going to be further reductions it seems only prudent that the state use various methods to induce voluntary separations. Offering a temporary retirement incentive will increase employee attrition, thereby reducing the workforce and saving money during this difficult fiscal climate. Further, this retirement incentive is not without precedent; similar legislation was enacted in 2002 as an alternative to layoffs.

If this retirement program is implemented properly by state agencies, it can reduce the state workforce sufficiently to achieve the workforce savings that the Governor seeks in his budget without the need for more drastic actions.

For these reasons, the Public Employees Federation urges you to support this legislation.

For more information, please contact:

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