



## **Possible Layoffs Effective October 1, 2020**

The MEA has been in contact with the Office of Labor Relations since the beginning of the COVID-19 pandemic to advocate for members on a variety of issues, including layoffs. OLR informed us that it is accurate that the City is preparing for the potential of an October 1, 2020 layoff of City employees and that agencies are submitting preliminary plans this week.

If layoffs are imposed, we have grave concerns that the weight will fall disproportionately on managerial employees. We want any layoffs to be proportionate throughout each agency, using civil service law as the basis.

The specific protocols for the determinations on how layoffs are applied are heavily dependent on the civil service status (e.g. permanent competitive, non-competitive, provisional) and there are a series of complex procedures which are overseen by DCAS. DCAS presented six one-hour training sessions with the agencies last week to familiarize them with these procedures.

OLR has conveyed to us they view the layoff of any City employees as a last resort and will attempt to avoid or reduce layoffs for both unionized and non-union staff. They take very seriously the impact--both operational (for the agencies) and personal (for the affected employees and their colleagues) -- of any reduction in staff for budgetary reasons. OLR will do all that they can between now and October 1st to try and mitigate or eliminate the necessity to implement layoffs, understanding the severe budgetary crisis that the City is currently in.

We have been listening to the various media reports and public statements about the dire conditions of our City and State's finances resulting from the Federal government's failure to provide us with revenues lost because of the COVID-19 pandemic.

We are most concerned with avoiding needless layoffs and the proper treatment of career managerial employees. We reviewed the Municipal Labor Committee's May 28, 2020 "Protecting the City Workforce" letter to Mayor de Blasio. We totally agree with the following MLC recommendation on early retirement in their letter:

"Offering earlier retirement would allow many higher-salaried New York City workers to leave the public payroll voluntarily. In 1995, the City instituted an early retirement and severance program. More than 18,000 City employees availed themselves of the program with the resulting replacement of higher salaried personnel with lower cost employees. Service reductions were, importantly, minimalized. In 2002, more than 4,000 employees were part of a similar program to positive effect".

If you have questions regarding this situation, please email them to [lbarnes@nycmea.org](mailto:lbarnes@nycmea.org).