



## Let's clean up toxic work environments

Dear Legislator:

As a constituent and/or a state employee represented by the Public Employees Federation (PEF), I ask that you include legislation dealing with bullying in the workplace for state employees in this year's budget. S.3065-A (Ramos) is a bill that will accomplish an important first step in the process.

Bullying leads to a less productive workforce and workers leaving their positions for a better work environment. Safer, less combative offices help attract and retain employees, which is critical as the state hopes to fill thousands of vacancies.

You see daily in the media that public decorum and civility has decreased in recent years. As a result, complaints of workplace bullying or abusive behavior are on the rise. New York and its employees are no exception. In fact, too often bullying is commonplace at state agencies and in rare instances, it is accepted as a way of managing employees.

While there are laws to limit this behavior in some places such as schools, there is nothing to deal with it in the workplace, and especially in state office settings. A culture change is needed, and legislation will begin to change the attitude and actions of offenders, helping create more civil workplaces.

As my elected representative, I kindly ask that you work with the leadership in your house to include anti-bullying legislation (S.3065-A) this year. Thank you for your time, attention, and consideration of this very important issue.

Sincerely,

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