



CARL E. HEASTIE
Speaker

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

Room 932
Legislative Office Building
Albany, New York 12248
(518) 455-3791

March 9, 2016

Hon. Angela M. Wozniak
2562 Walden Avenue, Suite 102
Cheektowaga, NY 14225

Dear Mrs. Wozniak:

I have been advised by the Assembly Standing Committee on Ethics and Guidance that it has concluded its investigation into allegations that you violated the Assembly's Policy Prohibiting Harassment, Discrimination and Retaliation (hereinafter, the Policy).

The Ethics Committee thereafter made findings and offered its considered judgment that your conduct violated the Policy and that such conduct warrants a response that is designed to stop you from continuing to engage in retaliation. The Committee recommended the following actions:

1. That a letter of admonition be issued publicly to Assembly Member Wozniak by the Speaker on behalf of the Assembly, enumerating the findings of the Committee, and indicating that Assembly Member Wozniak's conduct violated the Assembly's Policy as it pertains to retaliation and is inconsistent with the standards of conduct to which Members of the Assembly should be held;
2. That Assembly Member Wozniak is hereby directed to cease publicizing details of the investigation and to cease making disparaging statements against her former Director of Legislation, unless reasonably necessary to defend herself in the event of any claims brought against her in an administrative agency or a court of law;
3. That the Assembly will make efforts to place Assembly Member Wozniak's former Director of Legislation into a comparable job with comparable pay and benefits and until such placement has been made, he shall receive pay at the same rate at which he was earning during his employment, beginning February 9, 2016 through and including February 8, 2017, or the end of Assembly Member Wozniak's term, whichever is sooner. All such pay is to be allotted solely from Assembly Member Wozniak's staff budget, and her staff budget shall not be increased from its current amount;

4. That Assembly Member Wozniak is precluded from having any interns working in her Assembly office or her District Office; this prohibition applies to interns assigned by the Assembly as well as any interns that might be engaged through unofficial channels;
5. That an independent investigator conduct climate surveys of all of Assembly Member Wozniak's Assembly employees at least semi-annually to ensure that there is no repeat of the conduct; and
6. That Assembly Member Wozniak be required to attend immediate and comprehensive supplemental sexual harassment and retaliation prevention training.

I accept the recommendations of the Committee, in full. As a result, you are hereby directed to cease publicizing details of the investigation and to cease making disparaging statements against your former Director of Legislation unless reasonably necessary to defend yourself before any tribunal or in a court of law. In addition, the Assembly will make efforts to place your former Director of Legislation in a comparable job with comparable pay and benefits, at the same rate at which he was earning during his employment with you and such pay shall come from your staff budget beginning February 9, 2016 through and including February 8, 2017, or at the end of your term.

Moreover, you are precluded from having any interns, either from the official Assembly program or through unofficial channels, in either of your Assembly offices (Albany or district office). Furthermore, you will be scheduled for immediate and comprehensive supplemental sexual harassment and retaliation prevention training and an independent investigator will conduct interviews of your employees at least semi-annually to ensure that there is no repeat of the conduct.

Finally, based upon the foregoing and upon the unanimous recommendation of the Committee on Ethics and Guidance, I hereby admonish you on behalf of the New York State Assembly and its Members and declare that your conduct violated the Assembly's Policy Prohibiting Harassment, Discrimination and Retaliation as it pertains to retaliation and is inconsistent with the standards of conduct to which Members of the Assembly should be held.

Signed,



SPEAKER