



# Ethics Reminder

A REMINDER FROM THE NEW YORK STATE JOINT COMMISSION ON PUBLIC ETHICS

## **DON'T PUT FORMER COLLEAGUES AT RISK**

**Seek guidance before your agency contracts with a former employee**

- Former State employees are subject to the post-employment restrictions in the Public Officers Law.
- The restrictions generally prohibit a former State employee from working as a private contractor for his former agency for two years after the employee leaves State service.
- The restrictions also generally prohibit a former State employee from ever working on a project that he was meaningfully involved with while in State service.
- A former State employee may be fined up to \$40,000 (in addition to any compensation received from the work) for violating these prohibitions.

**An agency can apply to the Joint Commission on Public Ethics for an exemption to these prohibitions.**

If your agency contracts with a former employee directly or through a firm without an exemption from JCOPE, the former employee may be at risk of violating the Public Officers Law.

*The Joint Commission on Public Ethics periodically releases Ethics Reminders. Each Ethics Reminder is a brief and easy to understand synopsis of the laws and rules under the Commission's jurisdiction. Ethics Reminders are issued to assist those subject to the Commission's jurisdiction in understanding and complying with their obligations under the law.*

## **Have Questions?**

**Call or Email the New York State Joint Commission on Public Ethics**

**(518) 408-3976 \* [JCOPE@JCOPE.NY.GOV](mailto:JCOPE@JCOPE.NY.GOV)**

***All communications with JCOPE are confidential***