



What is... The Triborough Amendment



In a nutshell

- A change to 1967's Taylor Law, which guarantees fair processes for negotiating public sector contracts
- If a contract expires and a new contract has not been reached, the old contract remains in force
- Provides stability when contracts are negotiated

History

Triborough was enacted in 1982 as an amendment to the 1967 Taylor Law (which established basic rights for public employees, including the right to collective bargaining).

The Taylor Law guaranteed rights for public employees in exchange for making strikes illegal.

When the Taylor Law was enacted, labor and management supported it equally. It essentially leveled the negotiating field between managers and public employees. Managers had the guarantee of undisruptive public services and public employees had a guarantee that managers would negotiate in good faith.

The Taylor Law had several problematic loopholes, including the ability of management to stall negotiations until a contract expired. After contracts expired, managers could unilaterally impose severe changes on employees which would effectively force to employees to cave to management's demands. Administrators could unilaterally adjust salaries, class sizes, retiree benefits, and staffing levels.

The Triborough Amendment closed that loophole. It requires management to maintain the terms and conditions of an expired contract until a new one is negotiated. In a practical sense, this means that if CTA's contract has expired and CTA and the district cannot agree on a new contract, our old contract remains in force. Teachers would continue to get crucial benefits (including health and salary) until a new contract is negotiated.

Without Triborough, the district could slash benefits and salaries and increase contractual items like class size, professional duties, and teaching loads. However, because of the Taylor Law, we would still **not** have the right to strike.

The Bottom Line

Repealing the Triborough would have a destructive effect on schools. It benefits communities by preventing disruptions in services (no strikes) and benefits teachers by providing stability while negotiating.

What Critics Say

Critics of Triborough argue that it...

- Drives up salaries by making it too easy to negotiate increases and benefits
- Is a disincentive to negotiate
- Gives unions too much power
- Drives up costs to local government

What We Say

We argue that Triborough...

- Levels the playing field of negotiation by preventing management from stalling negotiations and creating a crisis
- Protects our rights during tough negotiations
- Prevents unions from having to re-negotiate every contract item