

Talking Points - Triborough

The Triborough Amendment was passed by the NYS Legislature in the early 1980s. It Amended the Taylor Law in order to counteract the fact that the employees did not have the right to strike. Triborough makes the employer continue all terms and conditions of employment, unchanged, until a new contract is negotiated. Since we do not have the right to strike, this forces the employer to negotiate in good faith. If an employer attempts to change things now, it is an improper practice before PERB. Without Triborough, the employer would have zero incentive to negotiate. They would just impose their will.

If the Triborough Amendment were eliminated, how would it affect you and other CSEA members?

- Your employer could stop paying you increments or step increases!
- Your employer could reduce or eliminate pay and benefits in the expired contract!
- Your employer could change your health insurance or stop providing it to you and your family!
- Your employer could take away holidays!
- Your employer could decrease or increase your hours of work!
- If your employer and CSEA couldn't agree on a new contract, the employer could impose its own "contract" on you and your fellow members!
- Your employer could reduce or eliminate any and all benefits except the minimum wage!

The Triborough Amendment gives union members an even playing field when CSEA negotiates contracts. Taking it away is just an attempt to stop contract negotiations before they really start.

And, oh, by the way...you still wouldn't have the right to strike!