

Mandate Review Request #2012040021

Note: All information below was provided by the local government/Mandate Relief Council Member requesting that a mandate be reviewed. Neither the Council nor its staff has verified the accuracy of the information provided or made any other edits.

Name of Local Government: MAHOPAC CENTRAL SCHOOL
Type of Local Government: School District
County: Putnam County

Name of Mandate: Triborough Amendment to the Taylor Laws

Type of Mandate: Statute

Citation for Mandate: Section 209-a(1)(e) of the Civil Service Law

Description of Mandate: Enacted in 1982, the amendment mandates that all provisions of a public employee union contract—including those providing for automatic annual pay increases—must remain in effect even after the contract expires, regardless of changing local priorities and fiscal conditions.

The Triborough Amendment gives public employees an incentive to hold out when management is seeking contract concessions.

Triborough's toll on New York taxpayers is significant.

Recommended Change: Salary step increases should be frozen when a contract expires. Otherwise, the Triborough amendment to the Taylor Law creates a disincentive for unions from negotiating collective bargaining agreements due to the fact that salary step increases are ensured to continue until a new agreement succeeds the old one. For example, employees who are on a salary grid with step and lane changes will continue to receive those step and lane changes with or without a new collective bargaining agreement.

Estimated Savings from the Recommended Change to the Local Government: In Mahopac Central School District, this amounts to salary step increases of approximately 2% per year.

Estimated Statewide Savings from the Recommended Change: \$300 Million a year for public education.

Description of Methodology Used in Estimating Savings: 1) The 2% local cost was calculated during recent contract negotiations which equals approximately \$650,000. 2) The state dollar amount came from the Empire Center for New York State Policy Center, a Project of the Manhattan Institute for Policy Research. Info@EmpireCenter.org; Phone: 518-434-3100.