



# New York State Correctional Officers & Police Benevolent Association, Inc.

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## **Rights and Obligations Under the Taylor Law That You Need to Know as a Corrections and Law Enforcement Officer**

**A Strike is-** Any unauthorized change that you make in your normal daily job routine that stops, slows down or postpones the normal job accomplishment of your assignment – even if you follow exactly what your job description, department policy or directive indicates (work to rule).

### **Possible Penalties for Individual Members**

**“Two-for-one” Payroll deduction** – For every day you are determined to be performing a strike related action, you will be docked 2 days of pay.

**Disciplinary Sanctions** - Above and beyond payroll deduction, an employee can receive additional discipline, including fine, suspension or termination.

### **Possible Penalties for NYSCOPBA**

The Taylor Law prohibits any representing employee organization, including NYSCOPBA, from “engaging in, causing, instigating, encouraging or condoning a strike.”

**Loss of Triborough Rights** - Under the Taylor Law, Triborough rights allow the provisions of the Collective Bargaining Agreement (contract) to remain in effect until a successor agreement is negotiated, even after the expiration of an agreement. If it is determined that NYSCOPBA, as the representing employee organization, is responsible for a “strike action”, the Triborough rights are forfeited. Members would lose the right to benefits that continue after the contract expires.

**Loss of “Dues Check-off”** - “Dues check-off” allows NYSCOPBA members to use payroll deductions for NYSCOPBA insurances and other benefit programs. If it is determined that NYSCOPBA is responsible for a “strike action”, the “Dues-check-off” rights would be forfeited. In addition, because NYSCOPBA receives members’ dues directly through payroll deduction, the loss of dues check-off could impair proper membership tracking and may result in representation and benefit interruptions.

\*\* For more information, please visit the NYSCOPBA website at [www.nyscopba.org](http://www.nyscopba.org). This information is available on the Legal Department page. \*\*