

Loose actions or even talk about a strike can have serious consequences for both an individual member and the bargaining unit as a whole.

The Taylor Law mandates that a public employer apply for an injunction in state supreme court "where it appears that public employees or an employee organization threaten or about to do, or are doing" a strike. And that section states that where there is non-compliance with a subsequently issued injunction that the public employer must apply for contempt of court against the violators.

Contempt of court violations can result in substantial fines of thousands of dollars and imprisonment for violators.

There are additional serious consequences.

Firstly, a bargaining unit that strikes loses its *Triborough* rights --- that is, a school district is no longer required to continue the terms of an expired collective bargaining agreement. That means it could be possible that the Buffalo Public Schools would be able to impose its terms on our bargaining unit, the worse possible consequence.

For an individual, the Taylor Law requires that deductions equaling twice the employee's daily pay be taken by his or her employer for each day or partial day that the employee is on strike. While an employee can challenge this 2-for-1 pay penalty, the law provides that the hearing officer in that situation is appointed and paid for by the employer, essentially a kangaroo court.

Additionally, an employee can be disciplined, including the penalty of termination, for such conduct like any other alleged misconduct.

And lastly, unions that participate, condone or even fail to prevent in certain circumstances a strike can have their dues deduction privileges suspended or revoked.

Again, given the serious consequences to the individual employee and the bargaining unit, loose talk or action that might involve a strike must not be undertaken.