Taking a stand against privatization!

Fighting for Job Justice for Educational Support Professionals

S-2303/A-4140

What would it do?

S-2303/A-4140 would prohibit employers from entering into subcontracting agreements during the term of an existing collective bargaining agreement. Once a collective bargaining agreement expires, an employer would be permitted to enter into a subcontracting agreement only if: (1) The employer provides written notice, and (2) the employer offers the majority representative the opportunity to meet and discuss the decision to subcontract and negotiate over its impact. The bill would also mandate that each employee replaced or displaced because of a subcontracting agreement would retain all previously acquired seniority and would have recall rights if the subcontracting terminates.

Current Status

S-2303 has passed the Senate and A-4140 has passed the Assembly. In both cases, the bills passed with overwhelming bipartisan majorities. However, due to a difference in the bills regarding whether employees of four-year colleges will be covered, the bills cannot go to Gov. Murphy until the Senate and Assembly versions are reconciled. Both versions include protections for K-12 and County College employees. Once the bills are reconciled, they can be sent to Gov. Murphy for his signature.