

TESTIMONY OF TIM HARESIGN, PRESIDENT OF THE COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT, AFL-CIO IN SUPPORT OF A-3627 BEFORE THE ASSEMBLY EDUCATION COMMITTEE

FEBRUARY 11, 2013

*To the Honorable Patrick Diegnan, Chairperson, the Honorable Bonnie Watson Coleman, Vice-Chairperson and the Honorable Assemblypersons and committee members Ralph Caputo, Betty Lou DeCroce, Mila Jasey, Angelica Jimenez, Scott Rumana, Troy Singleton, Connie Wagner and David Wolfe*

As the president of the union that represents over 9000 faculty, professional staff and librarians at nine state colleges and universities, I am here today to ask for your support for A-3627.

A core principle of unions is to respect and honor agreements negotiated and entered into in good faith. This bill will go a long way towards ensuring that commitments made between employers and employees in the public education sectors in our state are honored.

Unions representing these employees regularly negotiate collective bargaining agreements with their employers. Subcontracting can cause layoffs and the ensuing massive disruption to the lives of affected workers. Employees should have every reason to expect that the work they are performing under terms of a contract fairly negotiated with an employer will be there for them during the life of the contract. It is fundamentally unfair to subcontract out such work.

Fairness also dictates that once a collective bargaining agreement ends, employees should be given a chance to work out a new agreement before their jobs are outsourced to subcontractors. The provisions in this bill allow for that possibility, without ultimately restricting the employer's ability to do what they feel is best for their organization. If an agreement cannot be reached and jobs are going to be lost due to subcontracting we appreciate the provisions in the bill which may provide some assistance to the people who will be put out of work, such as the right to negotiate severance pay and the possibility of return to the job should the work come back to a public bargaining unit.

Stable, middle class jobs are essential to strong and steady economic growth. Too many employers sub-contract, outsource and downsize without regard to the impact on their employees, the services they perform, and the communities in which they live. Often subcontracting turns out to be "penny wise and pound-foolish". This bill provides a measure of security and a process by which proposals to subcontract can be duly considered. While we strongly support this legislation we would be remiss if we did not take this opportunity to urge

that similar legislation be put forward at the earliest opportunity in order to extend the protections in this bill to all public sector employees.

The Council of New Jersey State College Locals and AFTNJ joins the NJ State AFL-CIO, the Communications Workers of America, locals of the International Federation of Professional and Technical Employees and other unions involved in public education in NJ in urging passage of this bill.

Thank you, Assemblywoman Wagner, for co-sponsoring this bill, and thank you all for your time and consideration.