

SUBJECT: NEGOTIATIONS**Legal Status**

The legal status for negotiations is the Public Employees' Fair Employment Law (Taylor Law), Article 14 of the Civil Service Law.

Organizations recognized for the purposes of collective bargaining include:

- a) Elmira Teachers' Association;
- b) Instructional Support Educational Association;
- c) Elmira Schools Supervisory and Administrative Council (E.S.S.A.C.) of the School Administrators Association of New York State (S.A.A.N.Y.S.);
- d) Communications Workers of America Local #1111;
- e) Custodial, Maintenance and Cafeteria Workers.