

YOUR BOSS DOESN'T HAVE ENOUGH CONTROL OVER YOU AT WORK

At least, that's what some politicians in Trenton think. They're trying to reform Civil Service to give your management more power.

- ***MORE POWER TO CUT YOUR PAY*** through furloughs—no matter what your contract says
- ***MORE POWER TO DISCIPLINE YOU*** without your ability to appeal
- ***MORE POWER TO HIRE, FIRE OR PROMOTE***, ignoring Civil Service
- ***MORE POWER TO LAY WORKERS OFF*** without regards to seniority
- ***MORE POWER TO IGNORE YOUR CONTRACT*** in the event of shared services or consolidation

All of these are bills in Chris Christie's "Toolkit."¹ And the state legislature is *actually considering them*. They are likely to pass a Civil Service reform package in September or October—and so far they haven't taken any of the proposals above off the table.

THINK YOUR BOSS ALREADY HAS ENOUGH SAY OVER WHAT HAPPENS TO YOU AT WORK?

CALL YOUR LEGISLATORS



On Wednesday, September 1, and tell them:

My name is [SAY YOUR NAME] and I work in [SAY THE NAME OF THE TOWN YOU LIVE IN]. I oppose Governor Christie's Civil Service reform bills in his "Toolkit." Getting rid of my rights on the job is a step in the wrong direction. I expect my legislators to work with my union to strengthen Civil Service, not get rid of my rights and rubber stamp Christie's "Toolkit."

¹ A2954/S2039 allows management to unilaterally implement furloughs for virtually any reason; A2955/S2135 classifies discipline up to a 30 day non-paid suspension as "minor discipline" and removes access to a Civil Service appeal; Mayors representing the League of Municipalities testified that Civil Service regulations regarding firing, promoting or hiring workers are too burdensome in front of the Senate Budget Committee on 8/16/10; A2956/S2011 allows management to ignore bumping rights by declaring certain workers "more essential" than others and submitting a layoff plan; A2954/S2039 removes various worker protections in the NJ Uniformed Shared Services and Consolidations Act, they also allow a municipality to opt out of Civil Service completely through a simple majority vote.

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New Jersey State Legislature
2010-2011 Session



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