

## RESOLUTION

### **In Opposition to Governor Christie's "Tool Kit" Recommendations that Dismantle Collective Bargaining & Erode Workers' Rights**

**WHEREAS**, Governor Christie has proposed a package of 33 legislative proposals, collectively labeled a "tool kit" for local governments, school districts and higher education institutions, as well as a cap on state and local government budget increases;

**WHEREAS**, many of these initiatives are designed to "union bust" and seek to undermine the core mission of organized labor by unilaterally sweeping terms and conditions of employment off the bargaining table, removing a worker's right to bargain for wage, health insurance and job protection. These proposals would do little to reduce costs and instead are a "smoke screen" to camouflage the Governor's intentions to attack organized labor's bargaining rights; and

**WHEREAS**, the "tool kit" includes allowing local governments to opt-out of civil service, hindering the ability to negotiate working conditions and workplace safety rules, undermining arbitration and violating due process grievances and discipline procedures, which are core labor principles that must be upheld; and

**WHEREAS**, civil service ensures equal opportunity for all applicants, which in turn rejects discrimination in hiring. NJ's civil service laws have ensured hiring and promotions are done according to the applicants' qualifications, rather than politics or patronage, which often lead to waste and fraud. Civil service also recognizes veteran's preference; and

**WHEREAS**, the Governor has proposed a 2.5% cap on all government spending, removing the ability of local governments to budget based on their residents' needs and priorities, devastating the ability to fund, maintain, and deliver necessary state & local government services, including worker health and safety protections, protection of human health and the environment, support to seniors, basic municipal government services, and response to emergencies of all kinds;

**WHEREAS**, an attack on organized labor's core principles of collective bargaining rights and eliminating patronage is an attack on all of organized labor, and attacks on public sector unions can quickly turn into attacks on private sector unions;

**NOW THEREFORE BE IT RESOLVED**, that we call on all our elected representatives in the State Legislature to oppose introduction of these "toolkit" proposals and to vote "no" on these proposals and others that would destroy the ability to bargain collectively and trample on the rights of workers; and

**THEREFORE BE IT FURTHER RESOLVED** that a copy of this resolution be mailed to all members of the Legislature.

Submitted by: CWA Local 1036

Approved by: NJ AFL-CIO Executive Board

Date: June 14, 2010