

NEW JERSEY STATE AFL-CIO

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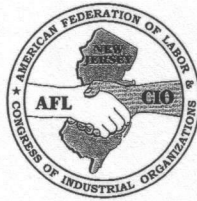
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February 27, 2012

Dear Members of the Senate Community and Urban Affairs Committee:

Re: Oppose S-2 Concerns Shared Services & the Suspension of Civil Service Rules

The New Jersey State AFL-CIO is opposed to the provisions of S-2 that negatively impact civil service as well as language that allows local governments to override certain provisions of collective bargaining agreements as they pertain to layoffs, seniority, bumping rights and other rules.

To be clear – the New Jersey State AFL-CIO recognizes that there are smart ways to share services and merge local governments to benefit taxpayers. However, it must be done with a balanced approach that does not cast aside collective bargaining rights and the many positive aspects of civil service that protect middle class families, workers and taxpayers.

At its core, civil service works in protecting taxpayers and employees from the harmful effects of political interference in hiring and layoffs. Does the New Jersey State AFL-CIO recognize that changes can be made to civil service to give flexibility to local governments for various needs – absolutely. There were multiple provisions included in legislation last session or contained in the bill before you today that streamlined and modernized civil service and were supported by management. However, as we did last legislative session and we continue to do today, we are opposed to completely eliminating civil service rules as this bill does for a twelve month period during the implementation of shared service agreements as well as language that overturns negotiated language in collective bargaining agreements.

Taking such a drastic step such as dismantling civil service and overturning provisions of collective bargaining agreements is not necessary to advance shared services. How do we know this?

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