

**Core Principles of Organized Labor in Opposition to Governor
Christie's "Tool Kit"**

- 1) Protect the integrity of collective bargaining as it exists under current laws, ensure the right to negotiate annual wages, benefits, and contract terms, and the ability to legally enforce those contracts, including through the use of binding arbitration with independent arbitrators.
- 2) Support a civil service system that governs seniority, hiring and layoff practices and is free from political interference.
- 3) Protect the principle of just cause and due process for discipline procedures.
- 4) Preserve interest arbitration for those employees that currently have these protections.
- 5) Do not erode pension benefits for current workers and retirees.