

HOW DOES THE Governor's Proposed TOOL KIT AFFECT CIVIL SERVICE, LAYOFFS and BUMPING?

1. **Allows 15% of valid voters in a county or municipality to sign a petition to place a question on the ballot to opt out of Civil Service regulations and if approved the municipality or county would have to wait 10 years to readopt Civil Service. This would mean that employees with permanent status on the date of the rescission of Civil Service would retain the right to a civil service hearing only for disciplinary removal or to challenge good faith of a layoff but would lose their right to challenge discipline other than termination.**
2. **Removes state colleges from civil service.**
3. **Limits right to appeal discipline:**
Amends 11A:A: 2-14 and 16 by limiting the right to appeal discipline to civil service to only suspensions of greater than 30 days
4. **Increase exam fees and establishment of appeal fees by:**
 - **Amending 11A:4-1.1 by increasing exam fees to \$20.**
 - **Established \$20 fee for appeals of discipline, written record appeals, appeals involving exams and appointments and layoff**
5. **Effects 9 month Seasonal Positions by:**
 - **Amending 11A:4-13(c), which currently limits temporary appointments to not more than six months in a 12 month period, to permit seasonal positions for a maximum of nine months where the Civil Service Chair has approved a list of seasonal titles submitted by the employer.**
6. **LAYOFFS AND BUMPING:**
 - **Proposed amendments leave intact layoffs in inverse order of seniority within a department. Also, leave intact standards for determining lateral and demotional layoff rights.**
 - **However, the proposed amendments permit an employer to exempt less senior employees from bumping if the employer deems the less senior employee—more critical and essential based on business necessity and operational continuity. The employer must provide a certification as to why the senior employee—does not possess the essential requirements listed (skills, licenses, certifications, nature of job—to meet the business necessity and operational continuity needs of the affected organization).**

**READ BOTH SIDES OF THIS FLYER CAREFULLY AND POST AT YOUR DESK AND TALK TO OTHERS ABOUT THESE PROPOSED CHANGES.
Call Local for questions at 609-394-7725**