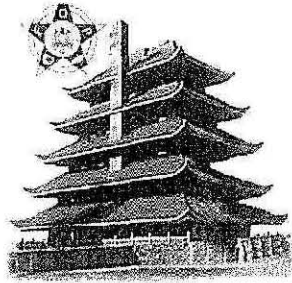


Fraternal Order of Police



Reading PA, Lodge #9

Act 47 under cuts Act 111 and attempts to nullify the collective bargaining process. Act 47 unilaterally changes the terms and conditions of employment. The parameters of an Act 47 plan attempt to dictate the terms and working conditions of employment. A mutually agreed upon collective bargaining agreement must adhere to the Act 47 plan. Collective bargaining units have very little ability to negotiate. In essence, collective bargaining units are forced into the terms and conditions of employment that are set for in an Act 47 plan. Police and Fire bargaining units do not have the ability to strike and have no other option but to turn to the Act 111 process to settle their grievances.

The Plan Coordinator spends little, if any time speaking with the members of the Police Department or FOP to gather information about the Police Department. The FOP has very little input in the process of developing an Act 47 plan. All information gathered is typically provided by the Chief of Police, who seizes the opportunity to gain additional management rights that would be bargained over under typical circumstances.

Act 47 does not take into account manning levels or the jobs that police and fire fighters do. The Plan Coordinator sets manning based on economics, rather than on crime rates and police functions and services. The diminishment of manning levels equate to fewer officers on the street, which leads to longer response times and a reduction in services that are provided. This in turn reduces the overall amount of public safety that is provided to the community. Act 47 does not take into account the drastic cuts in public safety, nor realize or address the increased risks and danger that are imposed on those that provide public safety.