

KNOW YOUR SKELLY RIGHTS



IN ITS 1975 "SKELLY" DECISION, THE CALIFORNIA SUPREME COURT STATED THAT PERMANENTLY EMPLOYED PUBLIC WORKERS COULD NOT BE DEPRIVED OF INCOME WITHOUT DUE PROCESS.

AT THE UNION...



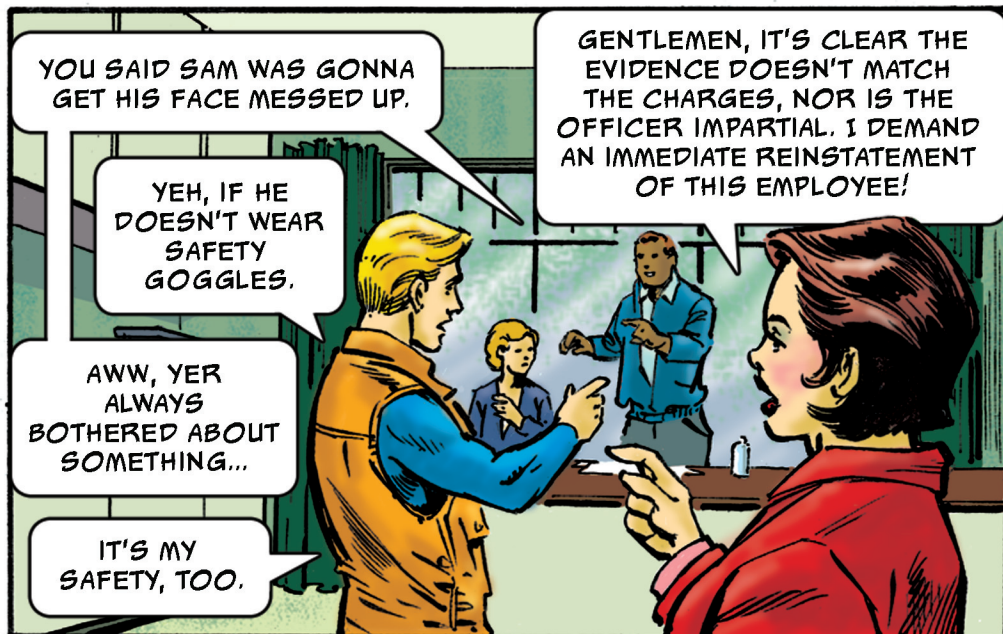
A SECOND LETTER IS SENT...



BOB DECIDED TO APPEAR IN PERSON, AS WAS HIS RIGHT. BUT WHEN HE GOT TO THE HEARING...



UNDER SKELLY, A WORKER HAS THE RIGHT TO EXPECT A REASONABLY IMPARTIAL SKELLY OFFICER. IT WAS OK FOR THE BOSS TO FILE A COMPLAINT, BUT NOT TO BE THE SKELLY OFFICER, TOO.



DUE PROCESS REQUIRES:

- * Notice of the proposed action
- * Reasons for taking the proposed action
- * Copy of the charges and
- * Right to respond, either in writing or in person, to reasonably impartial Skelly Officer.

THE REMEDY FOR SKELLY VIOLATION IS BACK PAY UNTIL THE EMPLOYER CURES THE VIOLATION.

