

**Management Has a Plan to  
Reduce the  
Public Sector through  
Speedup, Downsizing,  
Reorganization, Automation  
and Privatization:**

**And Union Strength is  
Under Attack**

DOONESBURY by Garry Trudeau

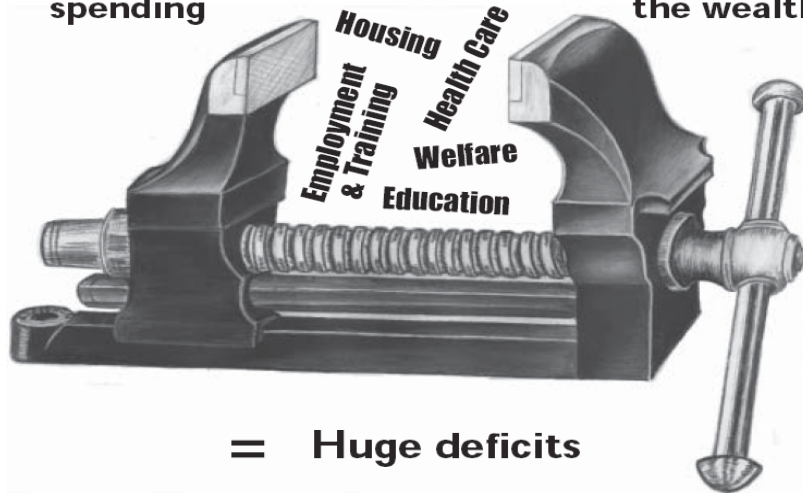


## The Bush Vise

Big increases  
in military  
spending

+

Tax cuts  
(mainly for  
the wealthy)



## Shrink, Shift and Shaft



*"I simply want to reduce government to the size where I can drag it into the bathroom and drown it in the bathtub."*

— Grover Norquist, Americans for Tax Reform. Interviewed by Susan Page, NPR, 5/24/01.

**Shrink and privatize government**

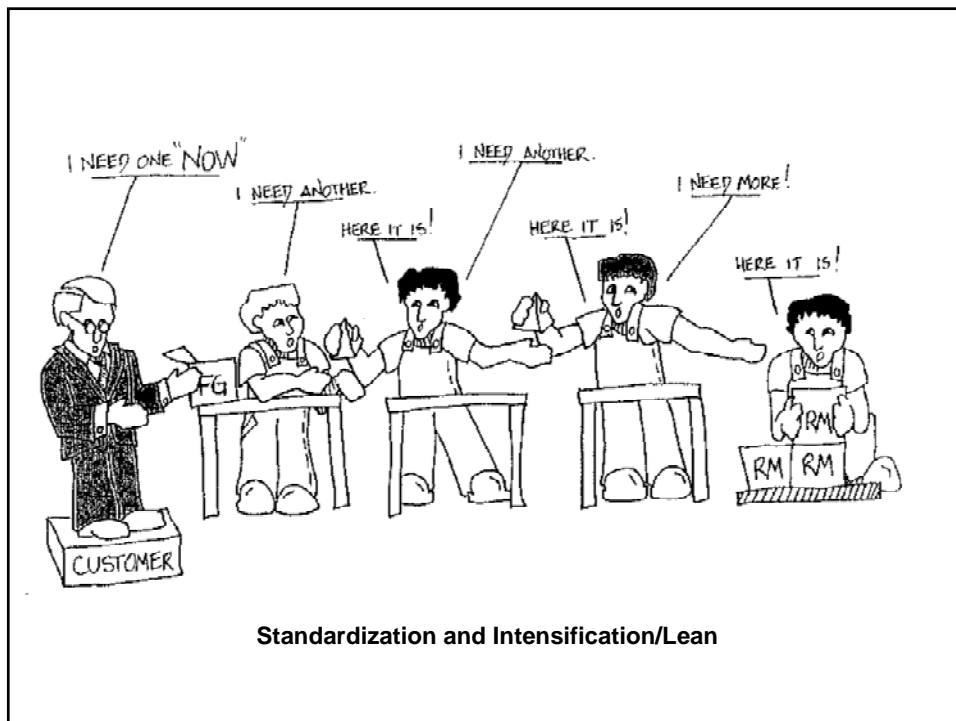
**Shift taxes onto wage earners (and turn them into "tax cutters")**

**Cut services that the majority use**

**Change whom government works for...  
...at all levels (national, state, local)**

## Key Work Process Trends

- Standardization/De-Skilling
- Intensification/Lean/Speed-up
- Multi-Skilling/Job Combination/Flexibility
- Automation/New Technologies
- Monitoring
- Privatization/Outsourcing/Moving Work



Multi-skilling

Multi-tasking

Flexibility

Job Combination

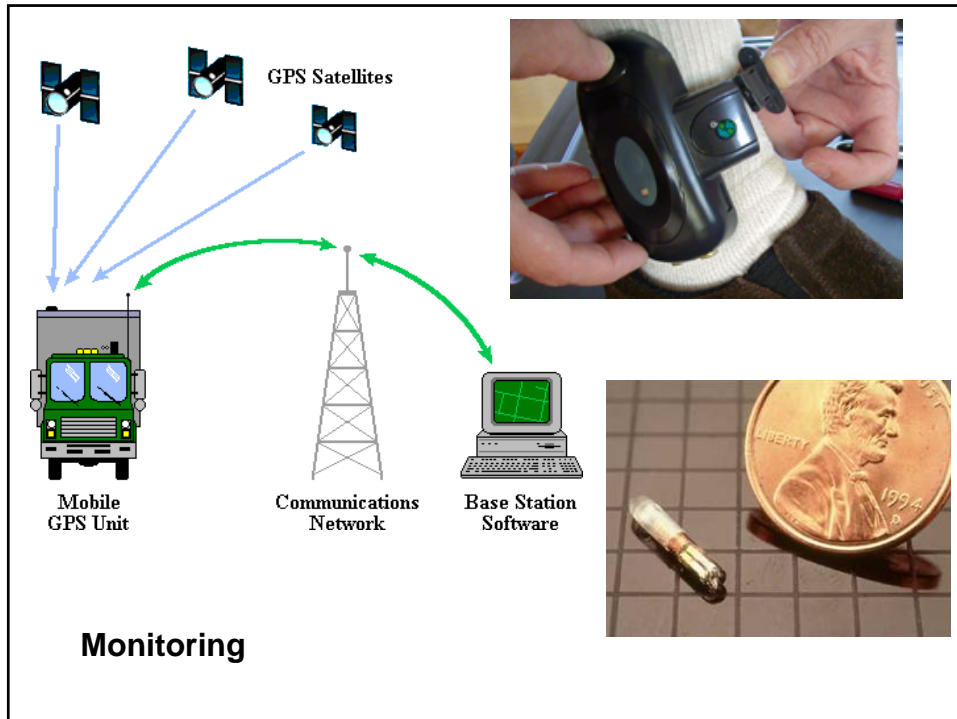
Operator Maintenance

Super Crafts

“And other duties as assigned”



Automation



## Work that has been

- **Standardized**
- **Analyzed**
- **Automated**
- **Simplified**

**Is work that is easier to Privatize,  
Contract Out, and Outsource**

## What kind of job is safe from outsourcing?

The 87,000 square-foot structure's facade was assembled entirely from concrete panels cast in Mexico. That's right, a construction site where much of the construction was done offshore... Instead of pouring concrete forms on site, Mr. Fastag's firm cast more than 2,000 individual panels at its plant in the Mexico City suburb of Atizapan de Zaragoza, then shipped them 2,350 miles north. Carried on mammoth flatbed trucks -- a total of 140 truckloads for the Salt Lake City library -- each panel was delivered in the order of its assembly. --- Wall Street Journal



All of these trends have  
negative impacts on union  
members

Speed-up

Violence/Conflict

Stress

Job Loss

Repetitive Strain Injuries

Loss of Skill

Low Morale

## **All of These Trends are also Undermining Union Leverage**

- **Decreasing Skill**
- **Lack of Solidarity/Unity – Divisions  
Among Workers**
- **Work that is less dependent on the  
skills and knowledge of the  
workforce and more easily moved**
- **Lower Numbers/Density**
- **Declining Involvement**
- **Loss of Faith in the Union**

If we challenge  
management's plan,  
they say:

**Management Rights**



"Hey! They're lighting their arrows! . . .  
Can they DO that?"