

## EXECUTIVE ORDERS

4. (a) Upon recommendation of the Council, and with the approval of the Governor, the Attorney General may appoint Special Counsel with full authority to represent the State before the New Jersey Public Employment Relations Commission and any other board, commission, court or agency in matters regarding employee relations. Such Special Counsel shall render such reports to the Attorney General and the Council as either may direct or Special Counsel may determine.

5. This Order shall take effect immediately.

[SEAL] Given, under my hand and seal this 2nd day of April, in the year of Our Lord, one thousand nine hundred and seventy, and of the Independence of the United States, the one hundred and ninety-fourth.

/s/ WILLIAM T. CAHILL,  
*Governor.*

Attest:

/s/ JEAN E. MULFORD  
*Acting Secretary to the Governor.*

---

STATE OF NEW JERSEY,  
EXECUTIVE DEPARTMENT.

## EXECUTIVE ORDER No. 4

WHEREAS, Employees of the State, pursuant to Chapter 303 of the Laws of 1968 may establish employee organizations for the purpose of representing their interests in collective negotiation with the State concerning terms and conditions of employment; and

WHEREAS, Different employee units may be created throughout the various departments and divisions of State government; and

WHEREAS, The policy of the State is to promote harmonious and cooperative relationships between the State and its employees and

to insure the orderly and uninterrupted operations and functions of State government;

NOW, THEREFORE, I, WILLIAM T. CAHILL, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the statutes of this State, do hereby ORDER and DIRECT:

1. (a) There is hereby created in the Executive Branch the Office of Employee Relations. The Governor shall appoint a Director and a Deputy Director of the Employee Relations who shall hold office at the pleasure of the Governor. The Director and Deputy Director shall receive such salary as may be fixed by the Governor within the limits of funds available therefor.

(b) The Director shall assist The Governor's Employee Relations Policy Council (hereinafter referred to as the "Council") in all matters regarding relations between the State and its employees, and shall act as the Governor's agent in conducting collective negotiations with employee organizations and in appearing before the New Jersey Public Employment Relations Commission and any other board, commission, court or agency in matters regarding employee relations. The Director shall have such other and further powers and duties as may from time to time be conferred upon them by the Governor.

(c) The Director shall make recommendations to the Council concerning employee relations and related matters involving State employees, and render such reports to the Council as the Council may direct or the Director determines.

2. (a) The Office of Employee Relations is authorized to call upon any department, office, division or agency of the State to supply such statistical data, program reports, and other information or personnel and materials as it deems necessary to discharge its responsibilities under this Order.

(b) Each department, office, division or agency of the State is authorized and directed, to the extent not inconsistent with law, to cooperate with the Office of Employee Relations and to furnish it such information and assistance as it may find necessary in the discharge of its responsibilities under this Order.

## EXECUTIVE ORDERS

3. During the vacancy of the position of Director, the Deputy Director shall have all the rights and duties of the Director as specified herein.

4. This Order shall take effect immediately.

[SEAL] Given, under my hand and seal this 2nd day of April, in the year of Our Lord, one thousand nine hundred and seventy, and of the Independence of the United States, the one hundred and ninety-fourth.

/s/ WILLIAM T. CAHILL,  
Governor.

Attest:

/s/ JEAN E. MULFORD  
*Acting Secretary to the Governor.*

---

STATE OF NEW JERSEY,  
EXECUTIVE DEPARTMENT.

## EXECUTIVE ORDER No. 5

WHEREAS, In order to meet the immediate fiscal crisis existing in New Jersey at the time of my inauguration, the Legislature enacted and I signed into law several bills to raise needed revenues; and

WHEREAS, Although they resolved the immediate crisis, these measures cannot solve the long range problems of meeting the future fiscal needs of the State and local governments and of providing for the equitable distribution of the cost of government; and

WHEREAS, The present tax structure, which has developed piecemeal over the years without due regard for its overall effect on the economy, results in the raising of essential revenues in a manner which is inequitable to many persons in the State particularly the inordinate burden borne by local property owners; and

WHEREAS, It is generally agreed that tax reform in New Jersey is long overdue; and

WHEREAS, It is essential to any such reform that an immediate and thorough examination be undertaken of the existing State and