

MINUTES

MONTANA SENATE 53rd LEGISLATURE - REGULAR SESSION

COMMITTEE ON LABOR & EMPLOYMENT RELATIONS

Call to Order: By Sen. Tom Towe, on February 13, 1993, at 1:00 P.M.

ROLL CALL

Members Present:

Sen. Tom Towe, Chair (D)
Sen. Bill Wilson, Vice Chair (D)
Sen. Gary Aklestad (R)
Sen. Chet Blaylock (D)
Sen. Jim Burnett (R)
Sen. Tom Keating (R)

Members Excused: None

Members Absent: J.D. Lynch

Staff Present: Eddye McClure, Legislative Council
Patricia Brooke, Committee Secretary

Please Note: These are summary minutes. Testimony and discussion are paraphrased and condensed.

Committee Business Summary:

Hearing: SB 212
Executive Action: SB 212

HEARING ON SB 212

Opening Statement by Sponsor:

Sen. Keating, Senate District 44, Billings, presented SB 212, the right to work bill, to the Committee. Sen. Keating stated SB 212 would be good public policy for Montana, it would allow workers the freedom to choose whether or not to belong to a union, create an employment climate conducive to economic growth, and guarantee the right to work for all Montanans. Sen. Keating stated he is not against organized labor and has always supported collective bargaining. He said he has both belonged to a union and been a union employer. Sen. Keating stated SB 212 would encourage employers to invest capital and create productivity in Montana from which labor will benefit. Sen. Keating passed out statistics from the U.S. Department of Labor (Exhibit #1) that show economic growth in right to work states versus that in non-right to work states. Sen. Keating stated the statistics make clear that a right to work state is more attractive to new

industry, to the growth of industry, and the possibility for job growth is greater in a right to work state than in a non-right to work state. Sen. Keating stated under SB 212 labor is free to organize. He said SB 212 does not prohibit labor from organizing. Sen. Keating stated he can understand labor not wanting freeloaders to reap their benefits, but in the whole marketplace people have to sell their goods. Sen. Keating said if labor has benefits to offer that are worth the dues then the employees will join. But, Sen. Keating said, organized labor has to have a place to organize. Sen. Keating informed the Committee organized labor has dropped from 45% of the workforce to about 12% of the workforce.

Proponents' Testimony:

Fred Happel, Montana Citizens for Right to Work, stated the several thousand members of his organization strongly support SB 212. Mr. Happel submitted written testimony(Exhibit #2).

Roger Koopman, State Chair, National Federation of Independent Business' State Advisory Council, stated his support for SB 212 and submitted written testimony(Exhibit #3).

Janet Brown, US West Employee, Billings, stated her support of SB 212 and submitted written testimony(Exhibit #4).

Greg Hagenston, Montana Citizens for Right to Work, Glendive, stated his support for SB 212. Mr. Hagenston informed the Committee he supports SB 212 for two main reasons. First, SB 212 would guarantee the right to choose what to do, and second, SB 212 would improve the economy. Mr. Hagenston feels the Montana economy will improve with the right to work bill. Mr. Hagenston stated there has been an organized boycott against his business in Glendive but there has been an outpouring of support for his stand.

Rory James Kremer, self, Helena, submitted written testimony(Exhibit #6).

Opponents' Testimony:

Don Judge, Montana State AFL-CIO, stated the AFL-CIO is adamantly opposed to SB 212 and informed the Committee a number of rank and file workers would be expressing their opinions on SB 212 to the Committee. Mr. Judge presented to the Committee a bi-partisan petition signed by State Representatives opposed to SB 212(Exhibit #7).

Dr. Robert Waltmire, union member since 1940, economist, stated his opposition to SB 212. He informed the Committee the median income of Americans has dropped a great deal and questioned where the 2,850 new jobs SB 212 is supposed to provide are. Mr. Waltmire informed the Committee that by law, unions must represent all employees in bargaining regardless if the employee pays dues. He concluded unions organize by majority and help

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everyone.

Evan Barrett, member of Montana Family Union and Montana Democratic Party, stated the Democratic Platform is strongly opposed to right to work laws. Mr. Barrett stated Montana does not need to attempt to balance the economy on the back of workers. Mr. Barrett said workers have a right to organize and it is clear SB 212 will weaken unions so that wages go down.

Laura Dygert, Big Sky Coalition of Labor Union Women, submitted written testimony in opposition to SB 212 (Exhibit #8).

Ron James, Business Agent, Ironworkers Local 81, stated the construction union has 280 members in Montana and has built many of the dams, roads, and mines. Mr. James stated workers are already free to organize, vote, and negotiate and SB 212 will only reduce wages. He stated SB 212 should be called a workers' suppression act.

Father Jerry Lowney, Chair, Social Justice Committee of the Priest's Council of the Diocese of Helena, spoke against SB 212. Father Lowney stated it is the right of individuals to be entitled to a just living family wage and workers have a right to organize unions. People must work for the common good. Father Lowney stated he once lived in a right to work state and saw the standard of living there and certainly would not want Montana to follow their lead. He stated that, if anything, Montana needs stronger unions and urged the Committee to kill SB 212.

Patty Gunderson, President, Montana Public Employees Association, urged the Committee to vote against SB 212. Ms. Gunderson stated labor is the foundation of economic development in Montana.

John Forkan, President, Montana Building and Construction Trades Council, submitted written testimony in opposition to SB 212 (Exhibit #9).

Pat Mischel, United Transportation Union, submitted written testimony (Exhibit #10).

Jim Tucker, self, submitted written testimony (Exhibit #11).

Donna Small, Montana Democratic Party, submitted written testimony (Exhibit #12).

Barbara Booher, Executive Director, Montana Nurses Association, submitted written testimony (Exhibit #13).

Phil Campbell, Montana Education Association, submitted written testimony (Exhibit #14).

Alan Solum, Business Manager, International Business Electrical Workers, stated his opposition to SB 212. He said it is a welfare

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bill of the worst kind and has absolutely nothing to do with the advancement of workers' rights. Mr. Solum informed the Committee that collective bargaining is the best avenue for economic development.

Lee Loured, heavy equipment operator, stated he has worked in a right to work state and saw his wages decrease. He urged the Committee to oppose SB 212.

Scott St. Arnould, American Federation of State County and Municipal Employees, urged the Committee to vote no and submitted written testimony(Exhibit #15).

Frank McKenna, President, Central Montana Central Labor Council, submitted written testimony against SB 212(Exhibit #16).

Montie Lavoie, member of the Teamsters Union, submitted written testimony(Exhibit #17).

Andy Powell, employee at the Montana Department of Transportation, submitted written testimony(Exhibit #18).

Bruce Baxter, self, Missoula, urged the Committee to vote no on SB 212.

Jim Cane, Operating Engineers, urged the Committee to vote no on SB 212.

Walt Morris, Business Manager, Bricklayers and Allied Craftsmen Union, submitted written testimony against SB 212.(Exhibit 18a.)

Jerry Bush, President, Industrial Workers Local 3038, Bonner, urged the Committee to vote against SB 212 and presented a petition signed by 500 people against SB 212.

Mike Louker, union member, Local Union 44, Butte, urged the Committee to vote against SB 212. (Exhibit # 18b.)

Tom Wilson, Billings electrician, submitted written testimony against SB 212(Exhibit #19).

Jeannie Doyle, employee for Montana State University, submitted written testimony against SB 212(Exhibit #20).

Bonnie Croft, self, urged the Committee to vote against SB 212.

Marilyn Cox, employee at Montana State University, urged the Committee to vote against SB 212.(Exhibit #21).

James Stone, self, submitted written testimony against SB 212. (Ex. #22)

Francis Marceau, United Transportation Union, submitted written testimony against SB 212. (Exhibit #23).

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Shawn Kincaid, construction laborer, Billings, submitted written testimony against SB 212. (Exhibit #24).

Leonard Colvin, self, urged the Committee to vote against SB 212.

Peggy Traken, self, urged the Committee to vote against SB 212. (Ex. #25).

William Wilke, self, urged the Committee to vote against SB 212. (Ex. #26)

Dave Arnold, local chair, International Brotherhood of Local Board of Engineers, Missoula, urged the Committee to vote against SB 212. (Exhibit #27).

Rep. Brad Molnar, Representative, Laurel, rose in opposition to SB 212.

Wyatt Frost, cement worker, Bozeman, rose in opposition to SB 212.

Questions From Committee Members and Responses:

Sen. Burnett asked Don Judge if SB 212 says a person cannot join a union. Mr. Judge replied in the negative. Sen. Burnett asked Mr. Judge why violence and harassment occurs during union strikes. Mr. Judge replied there is very little violence associated with strikes because all people operate under the same civil code. Sen. Burnett asked if Mr. Judge advocates violence amongst the union members. Mr. Judge responded that violence is never advocated and about 97% of the contracts in this country are settled without a strike. Sen. Burnett asked Mr. Judge if he would object or campaign against a referendum on the ballot for a right to work law. Mr. Judge stated if it is the decision of the delegates to campaign against it, he certainly would.

Sen. Towe asked Fred Happel if he feels union benefits benefit all workers at a workplace. Mr. Happel stated the benefits do not represent all workers equally. He said unions represent the interest of older workers.

Sen. Wilson asked Fred Happel if he feels it is wrong for unions to seek influence on politicians by donating money to political campaigns. Mr. Happel stated he objects to union dues because unions take money from workers and pass them onto candidates.

Sen. Towe informed Mr. Happel that contributions made by union dues cannot be given directly to candidates.

Closing by Sponsor:

Sen. Keating closed by stating he appreciated all of the testimony. Sen. Keating noted Arkansas is a right to work state where workers organize. Sen. Keating said unions can share the wealth in a right to work state through profit-sharing.

Sen. Keating stated the statutes in SB 212 benefit all workers and the perceptions surrounding it are wrong. Sen. Keating stated Montanans should be working towards creating the

perception that Montana is a good place to do business. Sen. Keating stated there needs to be more solutions for Montana's economy in addition to SB 212, but added a right to work law will help a great deal. Sen. Keating urged the Committee to consider SB 212 without emotion.

EXECUTIVE ACTION ON SB 212

Motion: Sen. Wilson moved SB 212 DO NOT PASS.

Motion: Sen. Burnett offered a substitute motion to TABLE SB 212.

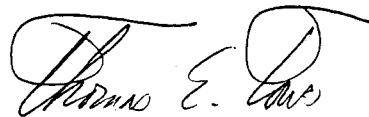
Discussion: Sen. Aklestad asked why the Committee was taking executive action on SB 212 at this time. Sen. Towe stated the Committee is approaching a transmittal deadline and the bills should be acted upon. Sen. Keating asked to reserve the right to a minority report and Sen. Towe replied that he may.

Vote: The motion to TABLE SB 212 failed with Senators Wilson, Aklestad, Blaylock, Lynch and Towe voting NO.

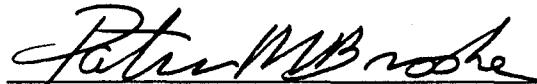
Vote: The motion to DO NOT PASS SB 212 passed with Senators Aklestad, Keating and Burnett voting NO.

ADJOURNMENT

Adjournment: 3:05 P.M.



CHAIR TOM TOWE, Chair



PATRICIA BROOKE, Secretary

TET/pmb

ROLL CALL

SENATE COMMITTEE

LABOR

DATE _____

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Attach to each day's minutes

ADVERSE

SENATE STANDING COMMITTEE REPORT

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February 15, 1993

MR. PRESIDENT:

We, your committee on Labor and Employment Relations having had under consideration Senate Bill No. 212 (first reading copy -- white), respectfully report that Senate Bill No. 212 do not pass.

Signed: Senator Bill Wilson Vice Chair
Senator Thomas E. "Tom" Towe, Chair

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DN Amd. Coord.
Sec. of Senate

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MINORITY COMMITTEE REPORT

SENATE STANDING COMMITTEE

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February 16, 1993

MR. PRESIDENT:

We, a minority of your committee on Labor and Employment Relations having had under consideration Senate Bill No. 212 (first reading copy -- white), respectfully request that Senate Bill No. 212 do pass.

Signed: Thomas J. Keating
Senator Thomas Keating

Signed: Gary Aklestad
Senator Gary Aklestad

Signed: James H. Burnett
Senator James Burnett

ROLL CALL VOTE

SENATE COMMITTEE Labor BILL NO. SB 212

DATE 2/13/93 TIME 2:49 A.M. P.M.

NAME

YES

NO

[illegible]

Patricia Brooke
SECRETARY

Sen. Tom Torve
CHAIR

MOTION: By Sen. Burnett to TABLE SB 212.

ROLL CALL VOTE

SENATE COMMITTEE Labor BILL NO. SB212

DATE 2/13/93 TIME 2:50 A.M. (P.M.)

YES NO

[illegible]

Patricia Brooke
SECRETARY

Sen. Tom Torve
CHAIR

MOTION: By Sen. Wilson that SB 212 DO NOT
PASS



MONTANA STATE SENATE

SENATOR JOHN "J.D." LYNCH
PRESIDENT PRO TEMPORE
SENATE DISTRICT 34
HOME ADDRESS:
527 W. MERCURY
BUTTE, MONTANA 59701

COMMITTEES:
BUSINESS AND INDUSTRY, CHAIRMAN
~~LONG RANGE BUILDING~~ Finance & Claims
~~AND PLANNING~~
LABOR AND EMPLOYEE RELATIONS

CAPITOL STATION, ROOM 366 412
HELENA, MONTANA 59620
PHONE (406) 444-4800
BUTTE PHONE (406) 723-8431

Dear Senators of the Labor & Employee Relations Committee

Because S.B. 212 was originally scheduled for "on Adjournment"
I had already made another commitment at 1:00. I've asked
Sen. Wilson to read my very brief statement.

I am and always will be adamantly opposed to
ANY 'Right to Work' Law. It is the most anti-
working people concept to come before the Legislature
I have my absolute 'No' vote on this most
terrible piece of legislation with Chairman Towle

Thank you for your time

Sincerely

A handwritten signature in cursive script, appearing to read "J.D. Lynch".

RIGHT TO WORK

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. # 1

DATE 2/13/93

BILL NO. SB 212

Job Growth 1980 - 1990:

21 Right to Work States	27.6% increase
30 Non Right to Work States	18.0% increase

Job Growth - Manufacturing 1980 - 1990:

Right to Work States	3.4% increase
Non Right to Work States	(9.9%)decrease

RTW

ID	18%
SD	30%
NV	37%
UT	22%
WY	(1%)

NON-RTW

CO	7%
MN	7%
MT	(7.4%)

Personal Income Growth 1980 - 1990:

21 Right to Work States	82.9% increase
30 Non Right to Work States	88.5% increase

RTW

ID	78%
UT	76%
ND	78%
SD	92%
WY	44%

NON-RTW

CO	78%
MN	86%
MT	71%
OR	74%
WA	75%

1990 Unemployment:

National Average	5.5%
Right to Work States	5.1%
Non Right to Work States	5.6%

Mr. Chairman, members of the committee:

My name is Fred Happel I represent the Montana Citizens for Right to Work. This organization has several thousand members spread out all over Montana who share a common belief that no one should be forced to join a union. We strongly support SB 212. Let me tell you a few of the reasons why.

Under current Montana law, a worker can be fired for declining to join a union, or declining to pay dues to a union. Almost all workers will go along with the payment of their money to the union regardless of their personal wishes to the contrary. The loss of employment is simply too high a price for most workers to pay. We believe that coercing membership is totally wrong; a moral outrage. Survey after survey--in Montana and nationwide-- prove that most Americans believe this too. When asked the simple, unbiased question "Should a man or woman be forced to join or pay dues to a union, in order obtain employment or keep their job if already employed?" A majority as large as 70% responds with a resounding NO. In no survey has a majority--indeed nothing approaching a majority--ever favored forced unionism.

Industrial experts agree that Right to Work will benefit a states economy. Right to Work will create new jobs, and motivate industrial managers to chose Right to Work states when selecting sites for new plants. I have sent to all members of this committee some information concerning what one major re-location firm--the Fantus Corporation-- had to say about the importance of Right to Work laws. Not to repeat this in its entirety, but the Vice-President of Fantus wrote that 50% of their clients would not even consider locating outside a Right to Work state regardless of how favorable other factors might be. This means that at least half of the companies that could locate in Montana will not even consider moving here. Even with Right to Work in place in Montana, it is generally agreed that Montana has a business climate that is not favorable. High taxes and Worker compensation rates are a serious problems, and without Right to Work, Montana has little chance of attracting new

industry. Right to Work states advertise the fact that they have Worker Freedom laws in place. After Idaho enacted Right to Work (in 1986) 30,000 new jobs were created. Jim Hawkins, the director of that states Department of Commerce told the local press (in 1989) that this phenomenal growth would not have been possible without the Right to Work law in place. Idaho's governor Cecil Andrus--a friend of big labor--said in that same article that Right to Work had not been a detriment to growth and new job creation in Idaho.

Let's take a look at a few statistics that compare how Idaho and Montana have done since Idaho passed Right to Work in 1986. All of the figures that I will be quoting are from various publications of the United States Bureau of Labor Statistics. They will compare the growth from 1986 to 1991 in several areas. First in overall non-agricultural job creation, in the 5 year period ending in 1991, over 63,000 new jobs were created in Idaho--a gain of over 19%. In the same period, in Montana, nearly 26,000 new jobs were created, an increase that was less than half that of Idaho (9.4%). In manufacturing jobs, Idaho, as direct result of its Right to Work law created nearly 11,000 new jobs--a whopping 20.3% increase. Montana was barely able to avoid losses here with a paltry gain of less than 1,000 new jobs, a gain of 2.4%. In Idaho, average weekly earnings for manufacturing workers rose by \$65 an increase of 17.6%. In Montana the increase was only \$23, a rate of just 5.3%. Per Capita annual income in Idaho increased 36.7% during this 5 year period. Right to Work less is a lie!

Another reason Montana needs Right to Work is to keep compulsory dues dollars from going to political candidates and causes that a worker does not support. Nationwide, unions spend millions of dollars to elect politicians who will do the bidding of union officials, regardless of the wishes of the workers. After the 1990 election, I spent quite a bit of time compiling the reported contributions of various unions to candidates for state office in Montana. I'd be happy to share the details of the results

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of this work with any of the members of this committee. The only figure I will mention here is that unions (many of which are located outside of Montana) reported spending at least \$74,505 on Montana legislative and statewide races. In Federal races in 1990 the Federal Election Commission reported donations to Senator Baucus's campaign from unions as \$242,730; Congressman Williams received donations from union PACs in the amount of \$173,100; in last year's election, Williams collected 198,083 forced dues dollars. All of this makes an impressive total, but to see the real picture is not really possible because much of the money union leaders spend on politics is not reported. Under both state and Federal law currently on the books, these soft money contributions are exempt from being regulated or reported. Activities such as phone banks, new voter registration, get out the vote drives and so forth fit in this category. It is fair to estimate that actual expenditures on politics by unions are more than double that which is reported. All of these political activities are funded by forced dues dollars. A Federal judge recently determined that a Communications Workers of America local spent only 19% of the compulsory dues it collected on the costs of collective bargaining, contract administration, and grievance adjustment. The other 81% went to politics. It defies logic to suggest that all forced dues payers support the same candidates and causes that the union leaders do. Thomas Jefferson said over 200 years ago that "To take a man's money against his will and spend in on causes in which he deeply disbelieves is the very essence of tyranny." Well said. This tyranny is now legal in Montana. Only passage of Right to Work will end this injustice.

Right to Work will actually affirm the right to worker's to bargain collectively; only compulsory aspects of labor contracts are forbidden. With voluntary unionism, the unions must become more responsive to their members needs; their focus must shift to the needs of members, and away from politics. Right to Work is not union busting; overall union membership in Right to Work states has remained steady over

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the years or grown. Good unions have nothing to fear from Right to Work. Union/management relations are improved. There are fewer strikes in Right to Work states.

As I said before the naming of Right to Work as Right to Work for less is a lie. The statistics Senator Keating mentioned, in addition to those I gave earlier prove that wages do not fall when Right to Work becomes law. Another factor that must be considered is the effect of taxes and cost of living. Right to Work states have substantially lower taxes and overall cost of living than compulsory unionism states. In a study titled "A Higher Standard of Living in Right to Work States" award winning economist and scholar Dr. James T. Bennett concludes that:

"After adjusting for the cost of living, average after tax income is \$32,239 in Right to Work states and only \$31,022 in non-Right to Work states. Thus a typical urban family in a Right to Work state has \$1,377 more in after-tax purchasing power than its non-Right to Work counterpart--a statistically significant difference."

A good illustration provided by the Bennett study is that of comparing Biloxi, Mississippi with New York City. In terms of unadjusted gross income, New York has a very high figure of \$57,095. After adjusting for taxes and cost of living this is cut more than in half to \$25,082. In Biloxi, an area normally thought of as poor and depressed the gross annual income figure is \$36,649 indeed substantially lower than New York; however, after adjustment for taxes and cost of living, income is \$31,717. Mississippi is of course a Right to Work state; New York is most definitely not. And just for comparison that is closer to home Boise, Idaho's after tax and cost of living figure is \$31,717; Bismarck, North Dakota's figure is \$31,721. Both Idaho and North Dakota are Right to Work states.

When we look at real disposable income, there is no question that Right to Work for less is a fraud.

Another primary argument often used against Right to Work is the so-called "free rider argument." I will address this at some length.

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Fallacy #1: is "Unions are unfairly saddled with the burden of representing nonmembers."

Monopoly bargaining clauses in American labor laws require union officials to represent all workers in a bargaining unit, including those workers who vote against union representation.

Fallacy #1, however, suggests that government has imposed the "burden" of monopoly bargaining upon union officials against their will. In fact, the exact opposite is true.

Before the enactment of the Wagner Act in 1935, the concept of monopoly bargaining was unknown in America. The Roosevelt Administration strongly upheld the right of all employees to freely choose their own bargaining agent -- a majority union, a minority union, or an individual acting as his own agent or on behalf of a few.

Roosevelt's Executive Order No. 3125, issued on February 1, 1934, clearly underscored this principle:

This section of majority representatives does not restrict or qualify in any way the right of minority groups of employees or of individual employees to deal with their employer.

The officials of organized labor reacted strongly, with harsh attacks upon the Roosevelt Administration and its Executive Order. When the Wagner Act hearings were conducted by the Senate Labor Committee in 1935, American Federation of Labor president William Green, along with

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other top ^{UNION}~~union~~ officials, bitterly protested the Administration's defense of minority and individual bargaining rights.

Green demanded that exclusive representation be written into the Wagner Act, thereby doing away with "the right of minority groups of employees and individual employees to deal with their employer" -- a right held precious by Roosevelt's policymakers. Despite the inclinations of the White House, the union officials' demands carried the day, and monopoly bargaining became an integral part of the Wagner Act which serves as the foundation for today's NLRA.

Contrary to the protestations of union officials over the "burden" of representing nonmembers, the union chieftains themselves fought hard for this special privilege, seeing it as a valuable tool for increasing their power over workers.

Since 1967, various state RTW ^{Organization}~~Committees~~ and the NRTW Committee have invited the union establishment to join forces in an effort to eliminate monopoly bargaining. In ²⁶~~thirteen~~ years, there have been no takers.

In fact, on each occasion, union lobbyists have come out in force against the proposed legislation.

This seemingly contradictory behavior -- on the one hand bemoaning the self-imposed "burden" of monopoly bargaining, and on the other hand resisting all relief efforts -- points up the deep-seated hypocrisy of the "free rider" argument.

In fact, monopoly bargaining is the keystone of the union officials' demands for lucrative compulsory dues payments. For that reason, perhaps above all others, it has become one of the great sacred cows of union officials and of the policymakers whose careers they influence.

Another Fallacy ~~is~~ *is* "Nonmembers receive union benefits, so they should be forced to pay union dues."

Some observers blindly accept the notion that under exclusive representation, all workers receive union benefits. The only accuracy in this notion is that all workers in a unionized bargaining unit receive whatever the union officials negotiate -- beneficial or otherwise.

The basic fallacy, however, behind the "benefits" claim is the assumption that unions actually benefit all whom they represent -- that union officials can obtain greater benefits than can workers who choose to bargain for themselves. Yet the record is clear: Union demands do not, and in fact cannot, benefit all workers.

Workers' perceptions of union "benefits" have been graphically illustrated in recent years by the abysmal failure of union organizers in representation elections. In 1979, union organizers lost a record-high 53 percent of their carefully-targeted elections -- and were thrown out entirely in fully three out of four decertification elections. The message is clear: Millions of American workers do not see these vaunted "benefits" as truly beneficial.

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Do all union activities truly benefit union-represented workers? Obviously, the only persons qualified to answer that question are the individual workers themselves. If they see worthwhile benefits from union membership, then they will gladly join of their own choosing. If not, they will refrain from joining, or grudgingly consent to pay union dues for fear of being fired in accord with compulsory unionism contracts.

On an even more fundamental level, the "Union benefits" fallacy erroneously assumes that all workers desire essentially the same benefits from a union contract. In fact, however, the exclusive union representative must trade off the interests of some workers in favor of the interests of others. Yet even if a worker's interests have been "traded off" for those of others, he or she is still compelled to accept the union's "benefit package."

Highly ambitious workers, for example, may prefer a contract which allows them recognition and rapid advancement. The exclusive representative, on the other hand, may negotiate a security-oriented contract which tends to have a "levelling" effect on workers. Or younger workers, naturally seeking to maximize their immediate pay, may find that their interests have been traded off for those of older workers seeking extensive pension plans. And the list of such conflicts is as long as the mutually exclusive interests of individual workers. Like all other government protected monopolies, compulsory unionism is unable to truly benefit all workers.

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Union officials falsely claim there will be chaos at workplaces where there are both union and non-union members. ^{WHAT} ~~so~~ chaos exists in RTW states? It is compulsory unionism that leads to unrest. That is why states without RTW laws suffer ^{3 1/2} three times as much union violence as do RTW states.

The "free rider" argument is simply union boss hypocrisy. If union officials were sincere, they would join with the various RTW committees to repeal the exclusive representation law. That way non-union members would be free to represent themselves at no cost to union officials.

MONOPOLY BARGAINING
Under ~~compulsory unionism~~, workers who did not vote for and do not want the union's representation are nonetheless deprived of the right to represent themselves. Once having the agency shop imposed upon them, some may reason that they might as well join the union, hopefully to have some voice in selecting union spokesmen and policies. Furthermore, many workers will be intimidated into joining up in order to avoid having the union officials prejudiced against them in bargaining and the handling of grievances.

Another motive for compulsory unionism demands is well understood by any observer of marketplace trends: any organization, business or labor, will prefer government-sheltered monopoly status to the rough-and-tumble workings of free competition. Agency shop stands as a classic example of government-protected monopoly.

NLRB election reports indicate that one out of five union representation election successes is achieved with minority support. In 1980, union organizers have obtained agency shops with the support of as little as 20 percent of workers.

Those who favor union representation should be granted that service.

~~However,~~ We must not confuse majority rule of government process with that of a private organization. No private organization can force their will on individuals except labor unions.

In our system of government we have the Bill of Rights to protect the minority from the majority. But a union is a private organization and unlike the government, it has no Bill of Rights to protect the minority. If only 50% plus 1 of the workers vote for union representation then the 49% who voted no to union representation become forced members.

Union bosses like to portray labor unions as the fourth branch of government. They believe they have the right to tax in the form of compulsory dues.

The true "free-riders" then are the union officials who collect forced dues and have no real incentive left to truly represent workers. The union professionals will do or say anything to keep their "free-riders", we ~~have heard~~ ^{will hear} some of it today.

Another point that needs to be raised is, where does all that compulsory dues money go? Why should most of the dues collected in ~~New Hampshire~~ ^{VT} go to all the out of state union headquarters? Why aren't all union pension funds ~~monies~~ ^{that} are earned in ~~New Hampshire~~ ^{VT}, invested in ~~New Hampshire~~ ^{VT}?

~~22~~ 11

The worker freedom act will eliminate monopoly bargaining in the public sector. Union membership will become optional, however, unions will no longer have to represent those who opt not to join or pay dues.

The most compelling argument for Right to Work is individual freedom. No one should be forced to join any organization simply to retain a job. some hold religious beliefs that preclude union membership or any association; others wish to take care of their own business with employers. These people need to have their rights protected.

The philosophy of volunteerism was championed by Samuel Gompers--the Father of the American union movement. Gompers said:

"I want to urge devotion to the fundamentals of human liberty, the principals of volunteerism. No lasting gain has ever come from compulsion." It is time for Montana to act on the words of Gompers and enact freedom for its workers. I urge you to vote a do pass recommendation on SB 212, The Workers' Freedom Act. Thank you.

TESTIMONY OF ROGER KOOPMAN
SB 212
"The Workers' Freedom Act"

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 3

DATE 2/13/83

BILL NO. SB 212

"Freedom is the right to choose, the right to create for oneself the alternatives of choice. Without the possibility of choice and the exercise of choice, a man is not a man but a member, an instrument, a thing."

MR. CHAIRMAN. Those words, penned by one of our nation's great founders -- Thomas Jefferson -- capture so eloquently, the essence of a free society. The essence of American society.

Like no nation before us in the history of man, ours was a land grounded in a fundamental principle: freedom of conscience. We proclaimed in our founding documents, that we, as individuals, had natural, God-given rights to "life, liberty, and pursuit of happiness," and that it was the role of government to secure and defend those rights.

Freedom of conscience. What does that mean? Does it mean the right to impose your will, by force, on another individual, either through coercive government action or coercive private action which government sanctions? No, of course not. Would it make any difference if the coercion was, in your opinion, for a good cause? The answer is still, quite obviously, no.

Freedom of conscience is, in Jefferson's words, the "right to choose" -- the right to act upon the dictates of your own conscience, so long as those actions do not violate the conscience of another. We as Americans may agree to disagree on what is right and what is wrong in many areas, but in matters of private decision-making, we grant one another the sacred right to choose for ourselves.

Nowhere in our lives does this right to choose become more sharply focussed than in our private relationships, associations and memberships. The church we attend is a matter of personal conscience. The company we keep is a matter of personal conscience. The political party we support is a matter of personal conscience. The livelihood we choose is a matter of personal conscience. And the organizations we join are a matter of personal conscience. If we are indeed free Americans, then no one has the right to introduce compulsion into any of these realms of our private lives.

Yet in the State of Montana on this very day, thousands of our working residents -- young and old, male and female -- are compelled by virtual blackmail, to join organizations against their wills and against their consciences. These labor unions are, for the most part, extremely political in nature, and promote highly

partisan legislative and electoral agendas. They require membership as a condition of employment -- to get hired or to stay hired. Sure, workers can choose not to join by choosing unemployment. I would submit that they therefore have no choice at all. I would further submit that being forced to join a labor organization under such extreme duress is a profound violation of a worker's conscience and his basic individual freedom.

SB 212 addresses, adequately and fairly, this fatal flaw that now exists in Montana labor law. This bill recognizes what the vast majority of Montanans already recognize -- that it is unconscionable to compel men and women to join organizations against their own free will, and doubly unconscionable to use the threat of lost wages and lost jobs to make that compulsion complete. People are not chattel. They do not belong in anyone's corral. Every Montanan has the right, the ability and the responsibility to make up their own minds about whether they will join a union in the first place, and what union they will choose to represent them in the second place. This bill guarantees that right and boldly asserts that responsibility, and thus it is aptly entitled the "Workers' Freedom Act."

On the other hand, this bill could just as well be called the "Labor Union Improvement Act." Why? Because, contrary to what reactionary opponents of this legislation may say, SB 212 is probably the best thing that could ever happen to organized labor in this state, from the workers' perspective. The reason for this reaches to another fundamental principle of our democratic republic: the conviction that monopolistic power, however manifested, is anti-democratic and, over time, creates enormous economic abuses and inefficiencies. Companies that enjoy government-sanctioned monopoly status will in time become flabby, inefficient and out of touch with the marketplace. They lack the challenge and the accountability that can only be supplied by healthy and open competition. Similarly, labor unions that are coddled from accountability and protected from competition and consumer choice soon lose their vitality and their mission. When you combine the privilege of monopoly bargaining granted by federal law with the privilege of a guaranteed, forced membership allowed under Montana law, you end up with top-heavy bureaucracies that emphasize political action and de-emphasize true service to their dues-paying members.

While SB 212 cannot correct injustices that may now exist in federal law, it can and will go a long way in establishing greater accountability of unions to their members, by guaranteeing each Montana worker the basic right to opt out if, in their view, the union is not doing its job. Without the right not to join, workers essentially have no way of exercising any positive influence or discipline over union policies. These organizations will continue to receive a blank check to do whatever they please. Forced union membership is little more than legal extortion. Surely, this is not the "American Way", and it represents a huge disservice to Montana's working people.

As mentioned in earlier testimony, passage of the Workers' Freedom Act will also give a major boost to Montana's economy by helping balance the scales in labor/management relationships. Government in its proper economic role, should never be an advocate for one side or another. Instead, it should function as an impartial referee, maintaining justice. Yet federal laws like the "National Labor Relations Act" already tip the scales by placing severe restraints on business and none on organized labor. By removing labor's illegitimate power to compel membership, SB 212 will help clean up our economic environment, thus spurring entrepreneurial activity, employment growth and out of state investment. A healthier economy will mean lower taxes and a higher standard of living for every Montanan.

As it now stands, all of the states in our region that are contiguous to Montana already have statutes similar to SB 212 on the books, and their comparatively stronger economies tell a powerful story. Ask yourself this simple question. If you were a company looking to expand or relocate into our region, and Idaho, Wyoming, North and South Dakota all had laws that guarantee the workers' right to choose union membership or not, while Montana's laws continued to guarantee a labor union's "right to forced conscription", where would your company most likely go? The chances are, anywhere but Montana! This is more than mere speculation. Fantus Company of Chicago, for example, (one of the nation's largest corporate site-selection firms), has stated that 50 percent of it's client companies will not even consider locations in states that lack worker freedom laws like SB 212. My guess is that the economic loss to Montana during the past 10 or 15 years while the legislature has failed to act on this issue is very high indeed.

Closed shops and union shops are, in reality, agreements in restraint of trade. At the same time, they violate the basic right of contract of each individual worker, in much the same way that the "yellow-dog contracts" of the past also denied workers their contract rights. The yellow-dog contract extracted a pledge from the employee that they would never exercise their right to join a union, thus effectively freezing union members out of jobs. Closed shop contracts with employers work the same way in reverse. They effectively freeze the non-union member out of their rightful opportunities for employment. These are flip sides of the same coin, and are equally onerous.

The argument that is always made to "justify" closed and union shops is that it is unfair for non-union workers to enjoy a so-called "free ride." The presumption is that all workers "benefit" from union activity whether they are paying their dues or not. This statement assumes that all workers want precisely the same things and all unions know exactly what those things are. This contention is pure fiction. Workers cannot be homogenized into some single-minded interest group possessing identical needs, goals and desires. No one entity can represent the interests of "all

workers" in a given company. Whatever a union does, some workers will feel they have benefitted and some feel they have not.

Furthermore, even if for the sake of argument, we grant that certain broad "benefits" are bestowed upon most workers as a result of union negotiations, that does not constitute a justification for forced membership. Rather, it builds a stronger case for voluntary membership. Unions that demonstrably do their jobs well, have nothing to fear from voluntarism and free choice since most workers, as a matter of self interest, will join such unions gladly. Coercion is only necessary to make people join poor unions that are not doing a good job for the workers.

It is, in any case, a disingenuous argument for unions to complain about non-members who they "represent." It was organized labor, in the mid-thirties, who imposed monopoly bargaining on themselves through the Wagner Act. If they would prefer not to have this "burden", then they should work for the repeal of this section of federal law. That's not likely to happen.

The fact is, in the real world all kinds of people benefit from the work and resources of other people and organizations. That doesn't give those organizations the right to compel membership. Consider the National Rifle Association, an organization of some 3 million members, busily at work defending the rights of 50 or 60 million gun owners around the country. Should the NRA enter into an agreement with firearms manufacturers so as to require NRA membership to purchase a gun? Should Americans' firearms be confiscated if they let their NRA memberships lapse?

Certainly, the NRA is a very high-profile political and legislative lobbying organization. They endorse candidates, provide campaign support and much more. Not every person who owns a firearm agrees with the endorsements and legislative agendas of the NRA. Far from it. Should they be forced to join the NRA anyway? No, absolutely not. Let the NRA earn its members non-compulsively. Let labor unions do the same.

Since I began this testimony with a quote from Jefferson, I'll close with one as well. It must be a statement for which he was particularly proud, since it is the most prominent words you will see inside the Jefferson Monument:

"I have sworn upon the altar of God, eternal hostility against every form of tyranny over the mind of man."

Compulsory union membership is, in the final analysis, tyranny. Through tacit governmental approval, it compels individual workers to violate their own consciences and forces them to conform to the dictates of others, at the threat of lost employment -- or no employment. In the process, forced unionization destroys the integrity of the very unions it supposedly benefits, and undermines the economy on which we all depend. The time is long overdue to pass this legislation, and to place our trust in freedom again.

Mr. Chairman, members of the committee:

My name is Janet Brown; I am an employee of U. S. West Communications in Billings. I have worked for various entities of the telephone company for 14 years. When I first went to work for Mountain Bell, I was told that I had to join the union; I was not presented with any alternatives. While I was, and continue to be, philosophically opposed to having to be a member of any organization in order to keep a job, I did not question this. As an at most unwilling member of the union I was less than pleased with the decision of the union leadership to strike the company when their contract expired in 1983. Nonetheless, I went along with the strike and walked a picket line for about a month. When the strike was settled, the union workers returned to their jobs under a new contract that was identical to that which the company offered prior to the strike. I had nothing to show for my month off the job other than the loss of one months wages. I resolved that I would never again tolerate something so foolish again.

Three years later (in 1986) I was employed by AT&T as a result of the break up of the Bell system. The union again called a strike. Because of certain Supreme Court rulings of which I was aware, and my strong personal belief that no one should be forced off of their jobs by a union leader, I resigned my membership in the union and continued to work at my own job throughout the strike. I must confess to a certain naiveté going into the strike, but nothing could prepare me for the incredible things that happened to me during the strike and its aftermath. My life was threatened; my vehicle was vandalized repeatedly and there were repeated attempts to intimidate me on the picket line. I was ostracized by most of the union members after the strike. I guess understandably they were very angry that I continued to work while they were out on strike, for as in 1983 they returned to work after a month of striking to the same pay offer that was given before the strike. •

After the strike the union fined me for quitting the union; when I did not pay the fine they sued me in District Court. Ultimately I prevailed in court, but I did have significant legal costs to defend against this harassment. Mr. Chairman, members of the committee, this is only a brief summary of the difficulties that I suffered over the past several years. I would be happy to discuss this in more detail with any of you.

I am here today to speak in the strongest terms in support of SB 212. Only when all of Montana's workers are protected by a Right to Work law will the sort of pain that I suffered be rendered illegal. It is absolutely wrong that a union can negotiate terms with an employer that give away his individual rights to decide if he wishes to be a member of the union. It is equally wrong to allow union leaders to call an unwanted strike that forces the workers off of their jobs and to loose pay for no other reason than to allow the union officials to flex muscle. While the union leaders will claim that these decisions come about as a result of democratic elections, I must beg to differ. I was never given the opportunity in the years I was a member of the union to vote on if I wanted union representation. If such an election was held it was before I worked there. Likewise when strike votes were taken I did not attend the meeting and no absentee ballot was offered. And in any case, I know of nowhere that it is written that the majority has the right to vote away the rights of the minority; heaven forbid that it ever is, for when this was the case, America had legal slavery. Compulsory unionism as is currently legal in Montana is no better than slavery--slavery of unwilling workers to the union machine. I urge you to vote a do pass recommendation for SB 212. Thank you very much.

NAME Greg Hagenson
ADDRESS Box 757 104 Parkview Dr. Glenview
HOME PHONE 365 355 WORK PHONE 365-8233
REPRESENTING Mt. Citizens for Right to Work
APPEARING ON WHICH PROPOSAL? SB 212
DO YOU: SUPPORT ☒ OPPOSE ☐ AMEND ☐

COMMENTS:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

WITNESS STATEMENT

PLEASE LEAVE PREPARED STATEMENT WITH COMMITTEE SECRETARY

Rory James Kremer
440 North Park Avenue B-6
Helena, Montana
59601

8 January, 1993

SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 8 6
DATE 2/13/93
BILL NO. SB 212

Montana State Senate
Labor Committee
State Capitol
Helena, MT

Dear Committee Members,

I am writing this letter as a fifth generation Montana citizen who is concerned with labor policies which are currently restricting the growth of my industry within my home state. I am not able to personally speak before the committee today because again I am out of state working in my chosen profession. I work as a freelance First Assistant Director in the motion picture industry. I worked my way up the chain of command in this field starting as a production assistant (gopher). While gaining experience I have been employed as Transportation Manager, Location Manager, Production Manager and now as Assistant Director. All of these positions have required me to deal heavily with the hiring of personnel, wage negotiations and collective bargaining. Currently I am working on several productions which are in the planning stages. These productions could easily be filmed on location in Montana, but current labor laws in Montana preclude me from considering Montana as a viable film location. I have in the past and will continue to use Colorado locations because of Colorado's Right To Work laws which allow me to hire anyone I choose to fill specialized positions. I would dearly love to be able to bring this clean industry to Montana, but until labor laws are revised I am forced to look elsewhere for film locations. On two separate occasions I have worked in upper level management positions on film projects here at home. Both productions were delayed and problematic because of interference of local unions who attempted to force our production companies to hire union personnel. During both of these productions we were paying above the union pay rate to locals hired primarily as drivers and set carpenters. I hired several union workers who signed labor releases prior to employment. These workers voiced their opinions that the union was unhappy because we as a production company were unwilling to fall prey to their legal blackmail. All of these employees were pleased with their rate of pay and treatment while working for us. We in actuality were paying \$50 to \$100 more per day than the current union day rate. The benefit to the production company of choosing to hire non-union personnel is very simple. We are allowed to hire whom we want when we want them. Under binding contract with local unions we are forced to employ whomever the union sends us. This is unacceptable. In my opinion the union workers of the State of Montana do not benefit when we bend to union pressure and contact for services with the unions. Workers receive less pay and the unions take the difference. This is Leninism in its truest form. Until the State of Montana revises its union dictated labor standards and lessens the union stanglehold currently in place I have no choice but to look towards Right to Work states for my future projects.

Sincerely,


Rory James Kremer

WE THE UNDERSIGNED MEMBERS OF THE HOUSE OF REPRESENTATIVES
 OPPOSE SENATE BILL 212 AND RESPECTFULLY REQUEST THAT THE
 SENATE LABOR COMMITTEE GIVE IT A "DO NOT PASS" RECOMMENDATION.

MEMBER

Dan Harroft
 Ed McCallum
 Ray Beck
 Bob Backlund
 Bob Ream
 Jerry Driscoll
 Randy Logg
 Jack Loeck
 Bill Loeck
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 Wayne Stanford
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 Joe English
 Don 'RED' Menahan
 Timothy Whalen
 Dave Phinley
 Bob Anderson
 Bruce Cook
 Jim Elliott
 Brad Molnar (R)

BIG SKY COALITION OF LABOR UNION WOMEN
530 South 27th Street
Billings, Montana 59101

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 8

DATE 2/13/93

BILL NO. SB 212

My name is Laura Dygert. I come here on behalf the of the Big Sky Coalition of Labor Union Women to speak against SB212. I am Vice President of this newly formed organization whose agenda is to further women's issues. The office is purely volunteer. I am also a member of Laborer's Local 98, Billings, Montana, and work at the calling at the Cenex Refinery in Laurel, a job I relish for the simple reason I receive the same wages as the men and I work with and enjoy moderate benefits which had been unattainable to me before I joined the Union.

SB212, the so called "Workers Freedom Act" would mean the slow and strangling death of one of the few options women and minorities have in this society for obtaining our rights as guaranteed by the constitution of equal pay for equal work.

Any reasonable person knows, as well as I, if an individual is not required to pay his or her fair share, in other words, union dues, but they receive the same services as those who do, one by one workers won't contribute. The ability to fairly and equally represent those workers ebbs away as the union becomes insolvent. This leaves the door open for a credible lawsuit for non-representation. Boom, the collective bargaining process is destroyed by bankruptcy. Workers are left to scratch out their living negotiating one-on-one with management, a condition in which women historically lose.

Women and minorities have the most to lose from this so called "Workers Freedom Act". Within the arena of a collective bargaining unit we have a viable recourse and a rarely found opportunity to negotiate essential health insurance and child care. These would be all but impossible in a one-on-one negotiation.

I know you have heard many facts and figures today and these speak in a bottom line equation. But I am here to remind you of the human quotient. The people whom you were elected by in record numbers. The people who you answer to. We implore you in your consideration of this legislation. Don't forget the working poor of this state, the single income family who ekes out a living and cannot afford to miss even an hour of work to come and address this committee. If SB212 becomes law the "Workers Freedom Act" will be come the ball and chain of poverty to thousands of women. Remember them and their struggle, kill this antiquated legislation.

SENATE BILL 212

SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 9
DATE 2/13/93
BILL NO. SB 212

Mr. Chairman, Committee Members, for the record, my name is John Forkan. I am President of the Montana State Building and Construction Trades Council, which represents over 4,500 construction workers in 24 affiliated unions in Montana.

You will hear today, the true facts concerning the economics of so called "Right to Work" legislation from people from all walks of society. I do not want to take up your valuable time by repeating what others will present here today, but I would like to take a few minutes and touch on some relevant truths in this matter.

Senator Keating has stated many times that one of his main reasons for having this legislation drafted is because of his belief that workers should not have to belong to a union to get a job. I am sure that by his insinuation he would like you, and the citizens of Montana, to believe that this is fact, rather than the fallacy that it really is.

Montana Resources, Inc., (MRI), reopened mining operations at the mines in Butte with over 300 employees working non-union.

Pegasus Gold Corporation, in its three major mining operations in Montana, employs over 500 hourly workers. This too, is a non-union operation. The college campuses of Montana State University in Bozeman and Montana Tech in Butte have over 400 non-union teachers and instructors. I could cite many other examples of non-union workplace environments in Montana, but that is not necessary. It is very plain to see that contrary to Senator Keating's assessments, workers do not have to belong to a union to work in Montana.

These workplaces are non-union, not because of any laws or legislation. They are non-union for only one reason. And that reason is because that is the choice of the workers. This is where this issue should be left; in the workplace, decided by workers, not in the halls of the Capitol, decided by lawmakers.

Senator Keating has ironically entitled his bill as the "Worker Freedom Act". This is just what workers are asking of you today, let workers be free to use the democratic process to choose whether or not they wish to be union or non-union. The playing field is already balanced and available to both sides of this issue. Do not let our Democratic freedoms of politics be used to tip the scales of balance away from the same Democratic freedoms in the workplace.

Mr. Chairman, Committee Members, on behalf of all workers in Montana, let the issue of workers being union or non-union, be decided by workers in the workplace, not politicians in the political arena. Please vote "Do Not Pass" on Senate Bill 212. Thank you.

Mr. Chair and Members of the committee
My name is Pat A. Mischel. I reside
at 47 Road 261 - Glendive, MT 59330.

I am a union member
~~I am~~ here speaking in opposition to
SB 212 (The workers Freedom act.)

Over 100 years ago Samuel Gompers
stated "the fundamental reasons for the very
existence of unions; is in fact, to help
workers achieve a Better Life". The so called
workers Freedom Act does nothing to achieve
a better way of life for any MT worker.
It does seem to say to some workers
that its OK to be a free loader while union
members pick up the Tab for enhancing
the profit opportunities for all workers.

Many people here today will make good
reason why this Bill is so unacceptable
for all Montanans. Being from Eastern MT
where the only profitable employment left
are Union jobs and cattle ranching. I
would like to make some amazing
comparisons between the achievements and
goals provided by union dues and the

dues paid by Montana Beef Producers
 My hope is that these comparisons will
 enlighten all of the committee members
 (especially those who are ranchers) and
 really never thought how similar
 our two organizations are.

Comparisons

Unions

Workers, under a
 democratic process,
 form unions with
 one-person one-vote
 elections.

Workers - make up
 their unions through
 local, State + National
 Federations

MT Beef Producers

In 1985 MT Beef Producers
 joined the rest of the nation
 and by a majority vote,
 set up a union of sort.
 The Beef Promotion and
 Research Act.

Beef Producers - with a united
 effort. Formed from existing
 State Federations and a
 National 113 member board.

Unions

MT Beef Producers:

Unions - assess dues to represent and promote a workers product - His/Her Labor

Beef Producers through a mandatory check off program assess dues to producers to promote a ranchers product - BEEF

Through collective bargaining systems - elected members, research, speak and act on Union Members Behalf.

Through Program directors and nationally payed spokes men who negotiate and enhance the profits opportunities for their dues paying members

Note

* Many of the spokesmen who speak on behalf of the beef producers are union members of the Screen Actors Guild.

Unions, like Beef Producers, have found it necessary to spend much time & money fighting against lower cost produced products from Foreign Countries that take away our lively hoods. The

Beef Producers spent over 6 million dollars in 1992, to create a demand for their product and fight unfair Foreign Countries Tariffs

↓

unions - cont.

Buy American Promotions
is just one of the ways
to help maintain our
standard of living.

EXHIBIT 10
DATE 2-13-93
BY SB 212

Closing

Workers and Ranchers can be proud of what their dues ~~have been~~ have accomplished in the past. ~~But~~ There are many things in the future that will require a 100% participation by Union members and Beef Producers. I speak of the North American Free-Trade Agreement (NAFTA) which if left in its present form will destroy both our lively hoods. The beef industry will be ready to meet the challenges of this trade agreement by retaining the mandatory ~~\$~~ \$1.00 a head check off. I would ask that Montana union members be given the same opportunity, that if a majority of workers choose and vote to be represented by a union that all workers ~~will pay~~ ~~for~~ contribute to the process in which all workers benefit. Anything else would be unamerican, not in the Montana tradition and hypocrisy in its highest form.

Senate Bill 712 "The Workers Freedom Act" is not an asset to anyone in Montana. It is an assault on the working men & women of Montana.

Mr. Chairman, and Members of the Committee, my name is Jim Tucker and I am here to speak in opposition of Senate Bill 212.

Right to Work - What is it? What will it do for Montana's economy? Will it give workers any rights they don't have now?

To get some answers to these questions, let's look at another state where the Right to Work Law has been in place for many years.

I came to Montana 35 years ago from Leake County, Mississippi, which is about the size of Fergus County. The county seat of Carthage is about the size of Lewistown.

Right to Work was passed in Mississippi in the early 1970's. The proponents of the law were giving the same argument we're hearing now! "We must have a Better Business Climate"!!

A better business climate is defined by the National Chamber of Commerce as a Union Free labor market. Tax shifts away from business and corporations and a well trained work force.

In recent years Mississippi has moved to the top 3% in the nation for their "Better Business Climate" according to the National Chamber of Commerce. However, their Union free labor market has helped keep their average hourly wage among the lowest 5% in the nation.

In 1988 Leake County had their schools put on probation and were given two years to correct the problems and bring them up to standards or face decertification. Most of their problems stemmed from lack of funds. Not only was there not enough money for teachers salaries, already second lowest in the nation, but no money for basics like books, lab equipment, and building repairs.

In their haste to create this Better Business Climate, they had shifted the tax burden almost totally to the private property owner and wage earner. They had a 6% sales tax, income tax, and residential property tax. They have also passed Bond Issues to build Industrial Complexes, which out of state corporations leased from the taxpayers in return for providing minimum wage jobs. Any attempt to tax corporate profits would result in the corporation moving their business elsewhere since they did not own the property.

Since 1988 the Sales Tax has gone to 7%, the mill levy has increased, and unemployment is 8.6%. In January of this year Leake County High School's average ACT scores were 10% below the national average. So much for a well trained work force.

The Right to Work Law in Mississippi has not created high skilled, well paying jobs. It has actually lowered the living standard of many workers by forcing them to work longer hours just to exist. Union-free Employers make part time workers the bulk of their work force, resulting in few medical benefits. Retirement IRA's are available, but due to the low wages, most can't afford to contribute.

The Right to Work Law is the tool of people whose only goal is to establish the Better Business Climate for Business. It has nothing to do with the rights of workers. They call themselves Right to Workers and try to give the impression that they are the champions of workers rights.

SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 11

DATE 2/12/93

FILE NO. SB 212

They remind me of a fellow I knew in Mississippi back in the 50's. He went to church every Sunday, was elected constable, and was an upstanding member of the community. He also belonged to a private club that met at night secretly. The members wore bedsheets over their heads and called black people "Spooks".

Don't listen to Right to Work advocates. Vote against Senate Bill 212.

Jim TUCKER



SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 12

DATE 2/13/93

BILL NO. SB 212

TESTIMONY BY DONNA SMALL AGAINST SENATE BILL 212
February 13, 1993

Mr. Chairman and members of the committee:

For the record I am Donna Small, Chair of the Montana Democratic Party. I appear before you today in opposition to Senate Bill 212 and to urge a do not pass recommendation on this legislation.

Montana and its workers know what so-called "right to work" laws really stand for. It stands for right to work for less. While this bill, misnamed the "Workers Freedom Act" might sound like a good idea, it hides what would be a serious blow for the working men and women of this state.

This legislation would weaken Montana's trade union movement and would seriously jeopardize the right of workers to organize and bargain with their employers on wages and working conditions. Perhaps President Dwight Eisenhower said it best when he stated, "Only a fool would try to deprive working men and working women of the right to join a union of their choice."

The right of Montana workers to organize and negotiate through the collective bargaining process with their employer should be a fundamental right this legislature should cherish--not rescind. The workers of Montana simply want and deserve a fair shake--nothing more, nothing less. They want the right to bargain for



Montana Nurses' Association

P.O. Box 5718 • Helena, Montana 59604 • 442-6710

SENATE LABOR AND EMPLOYMENT

EXHIBIT NO. 13

DATE 2/13/93

February 13, 1993

SB 212 Senate Labor and Employment BILL NO. SB 212

Chair - Members of the Committee

My name is Barbara Booher. I am the Executive Director and the Chief Lobbyist of the Montana Nurses' Association. I have previously informed the chief sponsor of SB 212 that I would appear here today on behalf of the Montana Nurses' Association in opposition to this proposed legislation.

When someone tells you that something is free, the first thing to do is check the wool over your eyes. This "workers' freedom act" providing an employee freedom of choice on whether to join a labor organization is a wool pulling masterpiece. This bill is an assault on democratic collective bargaining as we know it. It is grossly misleading since workers' rights will not be increased at all under this bill.

With a minority showing of 30%, employees who are dissatisfied with union performance may request the NLRB to hold a secret ballot election on decertification.

What we have in Senate Bill 212 is a way to force unions to undertake the defense of the interests of employees who refuse to financially support collective bargaining. What we have in SB 212 is a wolf of an anti-labor bill masquerading in the sheep's clothing of individual rights. The chief sponsor's unparalleled integrity and unquestioned honesty compels and encourages us to present the following information relating to union security clauses and the duty of fair representation.



Montana Nurses' Association

P.O. Box 5718 • Helena, Montana 59604 • 442-6710

Senate Bill 212 - Labor & Employment, 2/13/93
Barbara Booher, Executive Director

An employee who normally works in a state that does not have a "right-to-work" law can be required to join a union (or, at least, be a financial core payer) under a union security clause. A union security clause, achieved through collective bargaining, insures that each employee bears a fair share of the union's costs. In contrast, in "right-to work" states, or under contracts that do not contain a union security clause, some employees are free riders on the coattails of the other employees who do contribute.

1. If a union wants to enforce a union security clause, the union must notify the employee of the obligation. If an employee objects to paying the union's full initiation fee and dues, the employee (a financial core member) can be required to pay only that proportion of the fee and dues used for collective bargaining functions including bargaining, contract administration, and grievance adjustment functions pertaining to that employee's bargaining unit. (Communication Workers v. Beck, 108 S.Ct.2641, 128 LRRM 2729 (1988); American Federation of Teachers (Chicago Teachers Union Local 1) v. Hudson, 475 U.S. 292, 121 LRRM 2793 (1986))

2. An employee has the absolute right to resign from the union at any time and cannot be disciplined for conduct occurring after the resignation is effective. (Pattern Makers League v. NLRB, 473 U.S. 95, 119 LRRM 2928 (1985))

3. The Supreme Court has held that if a member resigns from a union after a contract containing a union security clause has expired (even during a strike), the member cannot be disciplined for any strike conduct occurring after the effective date of the resignation. (NLRB v. Allis-Chalmers Mfg. Co., 388 U.S. 175, 65 LRRM 2449 (1967))

4. An employee rejected from membership by the union cannot be assessed financial core fees and can't be fired under a union security clause.

Once a union is either recognized voluntarily or certified as the bargaining agent by the NLRB, it has the right of exclusive representation. This means that the employer cannot deal with any other employee representative on wages, hours, or other terms and conditions of employment. CORRESPONDING TO MANAGEMENT'S OBLIGATION TO DEAL WITH THE UNION IS THE UNION'S OBLIGATION TO REPRESENT EMPLOYEE'S FAIRLY. Under the DUTY OF FAIR REPRESENTATION, a union must represent all employees fairly without concern for whether the employee is a union member. For the most part this means properly processing grievances of all employees in the bargaining unit who allege that the employer has failed to live up to its end of the bargain.

1. The fair representation doctrine began when the Supreme Court held that the union had to represent all employees in the bargaining unit fairly. (*Steele v. Louisville & N.R.R.*, 323 U.S. 192, 15 LRRM 708 (1944)). In this case, the union proposed contract changes that would have ultimately excluded all blacks from firemen position on the railroad. A black bargaining unit employee successfully brought suit to have the agreement between the employer and the union voided. In retrospect, the duty of employers to refrain from racial discrimination in hiring was not accomplished until the Civil Rights Act of 1964.

2. A union's failure to represent employees fairly is an unfair labor practice in violation of Sections 8(b)(1)(A) and 8(b)(2) of the LMRA. (*Miranda Fuel Co.*, 140 NLRB 181, 51 LRRM 1584 (1962))

3. The union is under a duty to handle grievances for bargaining-unit employees on a nondiscriminatory basis, without regard to union membership. (*Hughes Tool Co. v. NLRB*, CA 5, 1945, 15 LRRM 852)

4. The National Labor Relations Board may revoke the certification of a union that engages in racial or sex discrimination against bargaining unit employees after it is certified. (*Handy Andy, Inc.*, 228 NLRB No. 59, 94 LRRM 1354 (1977))



Volume 28, No. 2
Mar.-Apr. 1992

EXHIBIT 13
DATE 2-13-93
SB 212

The Pulse

Montana
Nurses'
Association

Health Care Access Issues

Congressman Pat Williams, Chair
Subcommittee on
Labor-Management Relations
Health Care Access Issues Hearing
Great Falls, Montana
November 2, 1991

My name is Teresa Henry. I am a Registered Nurse, a certified nurse practitioner and a College of Nursing faculty member for Montana State University, here at the Great Falls Upper Division Campus. I speak to you today as a representative of the Montana Nurses Association.

Nurses make up the largest number of health care providers. We are all aware of the nursing shortage, sometimes painfully so, here in Montana's rural hospitals. There is a nursing shortage, despite a large number of nurses practicing, because the need for our services continues to grow.

In order for women and men to enter the nursing profession, they must be educated. Education costs money. In this state, beginning in January, 1992, those costs will increase significantly enough that student and consumer groups have begun the unprecedented action of bringing suit against the governor. At the same time, the Nurse Education Act Reauthorization bill (H.R. 3508) has deleted the Scholarships for the Undergraduate Education of Professional Nurses program. This program was open to all disadvantaged students in financial need. In the past, approximately 60% of recipients have been minority students and 40% of recipients have been non-minority students. Montana nursing students need this funding for their education.

Another possible solution to the cost of education that we would like to see explored is a loan repayment program for nurses' education, similar to medical education. This program could provide incentives to stay in underserved Montana.

Once they have completed their initial program and are practicing as nurses, it is important that opportunities are available for continuing education, at home and at work, to maintain and expand expertise. Accessible continuing education programs are very important in Montana since our nurses

are distributed throughout this large state. Currently, continuing education in geriatric nursing is available to nurses who serve the elderly in remote rural settings, through a grant of Special Project Funds received by Montana State University College of Nursing. The NEA Reauthorization bill has eliminated provisions for continuing education projects in an effort to decrease redundancy. Geriatric continuing education may be redundant in Washington, D.C. but it is not in Montana's rural settings.

Reimbursement for nursing activities needs to be examined next. Studies, as well as common sense, tells us that prevention of disease and accidents costs less than treatment for disease or injuries. Reimbursement, through Medicare/Medicaid and other third party payers, for nursing activities like health teaching, counseling, immunizations and screening for hypertension, diabetes or infections like tuberculosis would be a cost effective way to invest Medicare/Medicaid and third party money.

Most health care agendas developed by consumer groups and by provider groups like the American Nurses Association identify the need for increased use of qualified non-physician providers of primary care. We recommend nurse practitioners for this role.

Montana State University is looking at re-instituting a nurse practitioner program in the state. However, in order for these advanced clinicians to be educated and then stay in the state to practice, more receptive practice settings must be available. We would like you and your committee to address some specific issues:

1) Medicare/Medicaid forms need to use the term Health Care Provider instead of Physician. Currently in Montana, a nurse practitioner on the high line can care for a Medicare patient but cannot refer that patient for physical therapy or for home health care without a physician signature on the Medicare form.

2) Reimbursement from Medicaid for nurse practitioner services must be in a reasonable amount. In one case, a nurse practitioner charges \$22.00 for a "Brief

(Continued On Page 6)

NOTICE

On June 29, 1988, the U.S. Supreme Court examined agency fees in the context of those private sector employers and unions falling under the authority of the Labor Management Relations Act. The Court issued a decision; Communication Workers of America v. Beck. The Court found:

"Section 8(a)(3) of LMRA, which permits employer and union to enter into union-security agreement, does not permit union, over objection of agency-fee payer, to expend agency-fee funds on activities beyond those germane to collective bargaining, contract administration, and grievance adjustment." (128 LRRM at 2729)

In compliance with the Beck decision the Montana Nurses' Association has compiled a ten-page document entitled Procedure for Determining Amount of Service Fee to be Charged by Montana Nurses' Association. The following is a description of the chargeable portion of Association expenditures under Beck.

"Chargeable activities means those activities engaged in by the Montana Nurses' Association that is recognized as the exclusive collective bargaining representative for which each employee in the bargaining unit lawfully may be required to pay his or her per capita share of the cost.

Also contained in the Association procedure is a section entitled Explanation of Chargeable Fee If You Elect Not to Become A Member Of Montana Nurses' Association. This explanation states:

"If you elect not to become a full member, you will not have any voting rights or right to participate in the governance of the American Nurses' Association, the Montana Nurses' Association or the Local Association."

"If you do not become a member, you will be required to pay fair share fee which is equal to your proportionate share of the costs of the collective bargaining process, contract administration and related matters effecting wages, hours and other conditions of employment."

OBJECTIONS TO AMOUNT OF ASSOCIATION-DETERMINE SERVICE FEE

Any Potential Objector who believes that a portion of his or her Association-Determined Service Fee shall be used to fund non-chargeable activities may object to the amount of said Fee by mailing a notice of objection to Montana Nurses' Association, 104 Broadway, Suite G-2, Helena, Montana 59601, or by delivering such a notice to Montana Nurses' Association at said address. The notice of objection shall be in written form and shall include the objector's name, home address, and a statement that he or she objects to the amount of the Association-Determined Service Fee. Any Potential Objector who accepts the Association-Determined Service Fee shall send or deliver a notice accepting that fee to the same address. If the Montana Nurses' Association does not receive timely notice, it will be presumed the Potential Objector has no objection to paying a service fee equal to dues. In order to be timely, the notice must be postmarked or delivered within 30 days of receiving the information referred to in Section III (B).

C.E. Calendar

Date	Title	Location	Contact Hrs.
3/7	Essentials In Breast Feeding Mgmt. Montana Deaconess Med Cntr Mary Frye Davis/455-5507	Great Falls	9.6
3/12-13	Alcoholism and the Older Adult Montana Deaconess Med Cntr Sandy Speerstra/455-5507	Great Falls	15.0
3/12-13	Care of the Pediatric Patient In An Adult Setting: Kids Are Different Deaconess Medical Center Deb Gaspar/657-4290	Billings	14.5*
3/19-20	Infectious Disease & Dialysis Care; St. James Community Hosp. Jeannie Smith/494-3762	Fairmont	10.5*
3/25-28	Pulmonary & Critical Care Medicine Conference American Lung Assn. Earl Thomas/442-6556	Big Sky	16.8*
4/3-4	Cancer Care: The Science & The Art; Columbus Hospital Gail Michelotti/771-5539	Great Falls	18.4*
4/3-4	Good Grief Workshop: Helping Families Thru The Grief Process MT Mental Health Counselors Assoc. John Foster/538-2976	Helena	14.7
4/3	Anatomy & Physiology for Nurses: Heart & Lungs Montana State University Office of Continuing Educ. MSU/994-4930	Bozeman	9.6
4/10	Diabetes: An Update of Nursing Management Montana State University Office of Continuing Educ. MSU/994-4930	Great Falls	7.6
4/23-25	Healthy Mothers/Healthy Babies & Montana Perinatal Association Annual Conference Office of Continuing Educ. MSU/994-4930	Fairmont	24.6
4/29-5/1	1992 Montana Public Health Association Annual Conference Montana State University Office of Continuing Educ. MSU/994-4930	Whitefish	12.6
5/27-29	1992 Aids III State Conference Montana State University Office of Continuing Educ. MSU/994-4930	Bozeman	16.4

*Contact hours have been applied for.

MNA CALENDAR

Mar. 2	Property Management	1-4
Mar. 12	Legislative Committee	10-4
Mar. 14	Montana Women's Lobby in Billings	
Mar. 16	District 4 at MNA office 6:30 pm	
Mar. 23-24	Board of Directors	
Mar. 26	BON subcommittee, Cont. Comp.	
Apr. 8,9,10	Local Unit Retreat at Chico	
May 2	Montana Women's Lobby in Great Falls	
May 8	Commission on Nursing Practice	10-4
May 12	BON Subcommittee, Self Administration of Medication	

NURSES IN TRANSITION

Robert Wegman, Woodville, OH	01
Patricia Bolton, Indianapolis, IN	05
Janet Rhorer, El Paso, TX	05

MEDICAL-SURGICAL NURSING REVIEW COURSE September 2, 3, & 4, 1992

DEACONESS MEDICAL CENTER in Billings, Montana is sponsoring a 3-day seminar for experienced Med-Surg nurses. The course will be excellent for updating general practice or in preparing for the ANA Med-Surg Certification Exam.

For more information on the DMC course call Dawn Gjersing at 1-800-325-1774 or 657-4136 or write to:

Deaconess Medical Center
Nursing Office
P.O. Box 37000
Billings, MT 59107



Montana Education Association

1232 East Sixth Avenue • Helena, Montana 59601 • 406-442-4250

SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 14
DATE 2/13/93
BILL NO. SB 212

February 13, 1993

To: Members, Senate Labor and Employment Relations,
Senator Tom Towe, Chair

From: Eric Peaver, President

Re: SB 212

The Montana Education Association represents thousands of Montana public school employees all over the state. MEA has continuously advocated for public school educators since 1882 and bargained collectively under the Montana Collective Bargaining Act for nearly twenty years.

Over 60 of our 180 locally negotiated agreements contain a basic union security clause, usually referred to as agency fee, representation fee or fair share.

Our 9900 members have a direct interest in the adverse impact SB 212 would have on public employee bargaining.

As we read it, SB 212

1. Eliminates locally negotiated union security provisions, such as agency fee, representation fee or fair share. Various Sections, including Sections 4, 5 and 16.
2. Redefines the meaning of exclusive bargaining agent, promotes individual employee bargaining and invites all kinds of salary, benefit and working condition inequities among similarly situated public employees. Section 14.
3. Renders null and void existing locally negotiated agreements that embrace public employees who are not dues paying members of a labor union. Section 15.
4. Deletes from statute a public employer's obligation to bargain in good faith with an exclusive bargaining agent. Section 16.

In short, SB 212, destroys existing locally negotiated agreements and collective bargaining in the public sector.

SB 212 has nothing to do with workers' freedom. Public sector labor unions accommodate agency fee protestors as state and federal law require. Meanwhile, public sector labor unions represent those same fee protestors at the bargaining table and in contract maintenance as though they were full dues paying union members in good standing. SB 212 has nothing to do with economic development. For example, Montana's public schools are everywhere recognized as among the best in our nation. Our public school employees are everywhere recognized as among the most innovative and productive anywhere.

Our outstanding system of public education is a major reason folks give for moving to our great state. Collective bargaining, including union security, has enhanced our public school system for the benefit of all our citizens.

The Montana Education Association urges you to give SB 212 a resounding "Do Not Pass."

Thank you.

TESTIMONY FOR THE RECORD SB 212

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 15

DATE 2/13/93

BILL NO. SB 212

of the

**American Federation of State
County and Municipal Employees
(AFSCME)**

before the

Montana Legislature

**Senate Labor and Employment
Relations**

-by-

Scott St.Arnauld

AFSCME International Union Representative

Mr. Chairman, members of the committee, for the record my name is Scott St. Arnauld, representing the Montana members of the American Federation of State, County and Municipal Employees and their families. I stand before you on behalf of AFSCME members in opposition to SB 212. This legislation is a sham pure and simple. The proponents claim that it will enhance the business environment of the state. What this bill will do, is further undermine the delicate balance of fairness for working men and women. It removes the normal democratic process in the work place and weakens the fabric of the workplace.

The proponents further claim an interest in limiting the power of Union Leaders- The Laws and our constitutions do a fine job of that thank you. These people would rather promote an environment of fear and mistrust than work within their unions to promote change and elect leaders more to their liking. Democracy within America's labor movement is guaranteed by our constitutions and further enhanced by the law. As you may know, the NLRA and the State Employment Relations Act require unions to represent the interests of all employees within a bargaining unit. To take something for nothing is **STEALING!!** Plan and simple. Morality dictates that this bill be defeated resoundingly. We don't need more thieving

behavior here in the State of Montana.

Lets take a quick look at what economic realities lie ahead should this state go down the path before you under SB 212.

According to the U. S. Department of Commerce, the PerCapita Personal Income for free Bargaining States is over \$2,000 per year more than RTW States.

According the U. S. Department of Labor- There are NO RTW state with wages at or above the National Average.

Job fatality rates in RTW States are higher than Free Bargaining States. Fewer RTW States have infant mortality at or below the National Average.

Along with this bill is a provision that would destroy the requirment that a public employer Bargain in "GOOD FAITH". What kind of ridiculous idea is that? What better standard than "GOOD FAITH" don't we all wish that others would behave toward us in "GOOD FAITH"? Isn't that the standard in any business environment? Would you as an individual enter into discussions with another party knowing that they did not have to act in "GOOD FAITH"?

This Bill is BAD. It's bad for Montana. It's bad for children. It's bad for the economy. It's bad for working men and women.

I strongly urge you to vote NO on SB 212. Thank you.

my name is Frank (McKenna I am President of the
Central Montana, Central Labor Council (CFLC)
Mr. Chairman, legislators, brothers and sisters

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 16

DATE 2/13/93

BILL NO. SB 212

Regardless of the language it is SB. 212 is Plain and simple (Right to work
For less), legislation

This legislation would destroy collective
bargaining for Montana's workers who are union
members.

It would also drive down wages for union workers
and non-union workers alike because wages in general
are predicated on wages and conditions gained through
collective bargaining units. No benefits, a general
decline in working conditions. Surely follow right ^(to work) for less
legislation

Also a loss of job security a worker, coming in off
the street offering to work for less can take your job.
A non-union worker having a work-related grievance
can get it resolved by the collective bargaining unit, but
pays no dues and is thus a free loader.

The legislature is trying to cut the deficit and
establish a viable tax base - and revenue picture.

How do you do this with less tax money (coming from
workers who already pay a substantial portion of
Federal, state and local taxes for schools, and
other much needed services

How about main street business people, who will have to deal with less purchasing power through lower wages for Montana's workers?

The high standard of living enjoyed by all Montanans until the last 12 years, ^(generally) was brought about by ^{collective} bargaining for fair wages and conditions for our work force the best in the nation. Let's not compromise our work force with regressive, vicious, anti-worker legislation as contained in SB. 212.

Sam Gompers upon the founding of the American Federation of Labor in 1903 had this to say and I quote "Capital is the product of labor and labor can secure it's just portion of the material it produces only through strong labor unions!" This is as true today as it was in 1903.
Thank you for your time.

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 17

DATE 2/13/93

BILL NO. SB 212

Montie Lavoie
1802 Mc Donald Ave.
Missoula, MT 59801
February 13, 1993

MR. CHAIRMAN--MEMBERS OF THE COMMITTEE

My name is Montie Lavoie. I am employed by the state as a Maintenance Truck Driver. I am also a member of the Teamsters Union.

I am speaking to you today because I oppose any and all legislation that would undermine my right to be represented by my Union for contract language, wages, and benefits. I feel that, as a condition of employment, all employees should pay union dues and therefore receive full union representation when bargaining with their employer. As for myself, I have made the choice to work for an employer where my union is able to represent me. This is democracy at it's best. If a person chooses not to be represented by a union, any union, then let that person choose employment in a place conducive to his or her beliefs. Don't force the rest of us to give up our freedom by taking away our right to choose union representation.

I also feel that passage of the "Worker's Freedom Act", Senate Bill 212, would encourage people to remain on welfare. As a former welfare recipient and single parent, my present employment allows me to afford necessities for my child that I would not otherwise be able to provide. At a lower wage I would be forced to depend on the welfare system for basic needs such as food, clothing, and housing. Consider these people's freedom of choice. Freedom to choose a better life for themselves and their families.

Please do not pass this "Worker's Freedom Act", Senate Bill 212. The only freedom it give us is freedom from fair and equitable employment.

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 18

DATE 2/13/93

BILL NO. SB 212

Andy Powell
1315 S 5th W
Missoula, MT 59801

February 13, 1993

MR. CHAIRMAN--MEMBERS OF THE COMMITTEE

My name is Andy Powell, I work for the Montana Department of Transportation in Missoula as an Equipment Operator.

I am here today as a state employee and member of the Teamsters Union, to voice my STRONG OPPOSITION to Senate Bill 212, the so called "Right to Work" bill.

This great state of ours is famous nationwide for \$5.00 speeding fines, no sales tax, and maintaining the freedom of its workers to bargain collectively for their wages and benefits.

Montana has become an independent and powerful state, through the better part of this century, because of the effort, dedication, and loyalty of organized labor. Consider the economic benefits that have been achieved in the mining industry, lumber, construction, and railroads for thousands of working families in this state, through organized labor.

Montana now has serious economic woes. Union people contribute a huge amount of the tax base which keeps this state solvent.

This so called "Workers Freedom Act" would effectively destroy that tax base by destroying workers ability to bargain collectively with their employers. This legislative body cannot and will not resolve our economic problems by lowering the peoples standard of living.

I respectfully urge you to kill this legislation before it methodically kills this state.

Union
Yes ☒

*Build A Strong and Beautiful America
Build With Masonry and Union Craftsmen*

B.A.C.
Yes ☒

Bricklayers and Allied Craftsmen Union

Local No. 10MT of the I.U.B.A.C. • A.F.L.-C.I.O.

P.O. Box 556

Billings, Montana 59103

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 18a

DATE 2/13/93

BILL NO. SB 212

Mr. Chairman and Committee Members:

I am here to oppose SB 212, and to ask that you, as our voice, do away with this destructive piece of legislation. This bill will lower the standard of living, and safety on the job all Montanan's are entitled to. It would also take away the Democratic vote we should be able to have. That is to vote for a "Union Shop" in which the majority rules. Just like here at the Capitol.

As an elected Business Manager of the Bricklayer's Union in Billings, I am in office to represent our members, and they pay dues for that representation. There are thousands of workers, who work through Kelly Services and other "Labor Brokerage" companies, that pay a larger portion of their wages (or dues) for the job they received from that "Labor Broker". The difference is that we represent our members on all matters, while the "Brokers" represent on no matters.

Do you think if SB 212 passes, would I get a job through any "Labor Broker" without paying a fee? They would starve me out first. Would I be able to go to any and all Chamber of Commerce meetings without being a member, or paying dues? Would I be able to go to Hilands Golf Club and play nine or eighteen holes of golf without paying for a "Membership" or dues to belong to the club? We all know the answers to these "Would I" questions. So why should anyone get to benefit from the Union without belonging to it? SB 212 would instead let them freeloader off the other members.

We as tax-payers elect and pay you to represent us, same as I am elected and paid to represent our members. How would you like to be forced to represent the tax-payers without us paying for that representation? Would not be fair would it. So I again ask you to do away with SB 212, because nobody likes a "freeloader", and SB 212 would create a freeloader situation.

As former U.S. Representative Ron Marlenee once said "If they don't like it, they can quit". The same applies here. If they don't like the Union Shop, they can quit. Of course they don't want to work for lower wages or benefits, and they like the safety and training of a Union Shop, but why should they get to freeloader?

Thank you for your time, and PLEASE VOTE NO TO SB 212



Walt Morris
Business Manager
(406) 256-3016

186

2/13/93

Bill NO. SB 212

My Brother's
51 steps

From Butte Mt.

On Behalf of myself, et al. #44 I.B.E.W.

The largest ~~greatest~~ strongest single union in the world, we petition you the Legislature of Mont. you the folks who work and represent us to strike down any efforts to impede our good will, our standard of living and our right to organize and maintain that standard of living. There is no reward ^{except} to us the working class in this piece of legislation!

Thank You!

This particular bill will weaken our cause, lower our wages and selectively undermine all our efforts over the last century. Please show your people of Montana that common sense is prevalent amongst us all here. ~~and please expect~~ ~~that~~ ~~you~~ ~~are not~~ ~~partially~~ ~~there~~ ~~then~~ ~~you~~ ~~may~~ ~~go~~ ~~home~~ ~~afterward~~ ~~and~~ ~~hold~~ ~~your~~ ~~heads~~ ~~high~~ ~~and~~ ~~feel~~ ~~you~~

Really have done a excellent
job this session! I know you will
Thank you

The Testimony of Thomas A. Wilson
Senate Labor Committee
Hearing on S.B. 212
Feb. 13, 1993

SENATE LABOR & EMPLOYMENT
TESTIMONY NO. 19
DATE 2/13/93
BILL NO. SB 212

Greetings,

My name is Thomas A. Wilson. I am a licensed Montana Journeyman Wireman. My home is in Billings. I am married with two children. I would like to read a quote from J.R. Lowell's, "The present crisis."

"Once to every man and nation comes the moment to decide,
In the strife of truth and falsehood, for the good or evil side;"

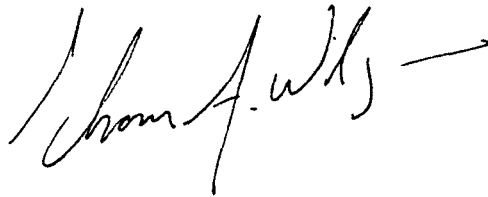
I believe we are at just such a moment of decision today. At the heart of S.B. 212 is a question of morality. I propose that this piece of legislation is inherently immoral for two reasons.

First of all, this bill will allow the few with political and economic power to exploit the many that do not have political and economic power. Without security for our duly established Unions, employers will be free to capitalize on the fear and desperation of financially struggling working Montanans. And as wages drop and benefits disappear, how long before we find ourselves--like the ancient Hebrews--forced to make bricks without straw? The Exodus account provides a moral that Christians, Jews, Muslims, Native Spiritualists, atheists and agnostics can ALL agree upon. That is, it is morally wrong for the powerful to systematically deprive the powerless of the fruits of their labors. This bill is an attempt to do just that.

Secondly, S.B. 212 strikes at the very heart of Montana's families. The end result of this legislation will be lower income for Montana's workers. When Mom and Dad both HAVE to work in order to barely make ends meet, the family suffers. There has been much talk recently about family values. Undoubtedly many here today promote family values. Well, strong families are built in stable environments where family members are free to focus on the drama of becoming, rather than in stress filled homes where bills pile and spirits sink low. The difference between rhetoric and conviction is action. A vote for S.B. 212 is a vote against Montana families.

Don't take our dreams. Don't take the income we use to support Church and charity. Don't take our ability to recreate and build memories with our children. Don't take our hope of owning a home, or of sending our children to college, or of putting braces on their teeth. Don't take those things that our Union's have fairly negotiated for. Don't circumvent democracy in the workplace by voting for S.B. 212. A bill that exploits workers and attacks the family.

Once to every man and nation comes the moment to decide, in the strife of truth and falsehood, for the good or evil side. If you are inclined to support this bill, please reconsider. Do the right thing. Vote against S.B. 212.

A handwritten signature in cursive script, which appears to be "John F. Kennedy", followed by a horizontal line.

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 20

DATE 2/13/93

BILL NO. SB212

Mr. Chairperson, members of the committee, my name is Jeannie Doyle. I am employed at Montana State University. I am here to stand in opposition to Senate Bill 212.

I am amused at this being called a "freedom of choice" bill. The object of this bill is to do exactly the opposite. Remove my freedom of choice. I chose to work at Montana State knowing full well, that it is a union shop. I also was aware of the benefits. Benefits that have been negotiated through the years of cooperative labor-management relations. Very few other businesses offer this kind of incentive. I appreciate these benefits and have been very proud to say where I am employed.

However, if another person's choice is to be non-union, that is also their choice. And I feel that Montana provides an ample supply of non-union jobs.

I am the union. My fellow workers, are the union. In a democratic fashion, a majority vote decided on this system. We the people of this union are satisfied. This union stands for the individuals who have worked together in one voice.

I also have been given the security of knowing I am able to provide for my family. And all I have to do is my best, and fulfill my end of the contract I helped bargain for. I also voted for a government dedicated to maintaining that democratic system. You have been elected, also, by a majority vote. I am here today, to ask you to hear my plea to safeguard our "freedom to choose."

There are many people present today who share my point of view. We have traveled to Helena today in hopes that our presence could let you understand the importance of the defeat of this bill. Thank you for this opportunity to be a voice for Montana.

Mr. Chairperson, members of the committee, my name is SB 2121 Marilyn Cox. I am employed at Montana State University. I am here to stand in opposition to Senate Bill 212.

Prior to my becoming employed at Montana State I worked at a non union job. I choose a union job because of the benefits, and my belief in the concept of "a fair days work for a fair days wage." In speaking with other people in my community, I have discovered that state jobs are greatly desired due to our contract and benefits. I believe this gives our state access to the most qualified employees possible. This can only be to the benefit of the state.

I have read that the right to work law, in Montana, would entice some companies to move into our state and create some new jobs. But what kind of jobs? These companies are looking for an environment where they can pay minimum wage and supply no benefits to their employees. People cannot buy homes, pay rent, feed and cloth their families, afford adequate health care, and live with a little dignity on \$4.25 an hour. What we need in Montana is a decent wage that we can live on. Unions, and the collective bargaining they provide, are the best way to guarantee fair wages for the workers of our state.

It was my choice to take a job at a union shop. I am not burdened by union dues. It is quite the opposite. I receive much from my association with my union. Our contract is a vehicle to communicate with my employers. My obligation to my employer and my employers obligation to me are spelled out in black and white, in the contract. I go to work every day knowing

exactly what is expected of me. This peace of mind is supplied to me by my contract. The dues I pay are well spent. There are no union bosses interfering between me and my employer. You see, there are no union bosses. We, the employees are the union.

I believe that Senate Bill 212 would rob me of all that has been gained and it would deprive me of my "freedom of choice."

Thank-you.

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 22

DATE 2/13/93

BILL NO. SB 212

James Stone
128-14th Ave S
Great Falls

AS A MONTANA HUSBAND FATHER

Homeowner, TAXPAYER AND WORKER

Why we don't need ~~the~~ Senate bill
212.

In A couple of non bargaining jobs
I've had it's been tough to get your
writes AS A worker on one job I
Averaged 50 hours a week with no overtime.
ON Another job my Grandmother died
And I wanted to Attend an out of state
funeral I was told if I go I won't
have a job when I get back.

~~There are~~ While I could have
Taken these complaints to the labor
Dept. I could not Afford to loose
even these Minnum Wage Jobs.

I no longer have these problems

Since I am a union member

and have a bargaining contract with

my company. with a right to

work state I'll find my self

back on minimum wage and no

rights as a worker. Please no

right to work and no S.B,

212.

SENATE LABOR & EMPLOYMENT

E. BILL NO. 23

DATE 2/13/93

BILL NO. SB 212

TESTIMONY ON SB 212

Mr. Chairman and members of the Committee. My name is Fran Marceau, I am the State Legislative Director for the United Transportation Union.

I'm going to try and be brief and to the point. Senate Bill 212 is nothing new. There is a new bill number and a new sponsor but it's the same old thing.

Right to work bills introduced in the past would have hurt Montana and that is just what Senate Bill 212 will do.

What will Senate Bill 212 do?

1. It will impede Montana's economic growth.
2. It will undermine labor-management relations.
3. It will cause friction among workers by encouraging some to freeload on co-workers by benefiting from gains won through collective bargaining without paying their share of the costs.

On the other hand, Senate Bill #212 will not:

1. guarantee the preservation of any existing jobs.
2. It will not establish any new jobs.
3. It will not give a person on unemployment a job.
4. It will not do a thing to improve the state's economic future.

If the majority of Montanans vote to implement a sales tax, even though I am opposed to it, I will not be exempted. The

majority made their decision.

To argue against union security is arguing that the minority have more rights than the majority. The union shop operates where a majority of the workers have decided in its favor and the employer has agreed.

Records will show that most of the effort to support this type of legislation is not from workers. It is from the same groups that oppose workers on other legislation. These organizations have one goal and that is to drive down wages and salaries by weakening labor organizations and undermining collective bargaining.

I have provided you with a news article that shows that right to work laws put states at an economic disadvantage.

I urge a "do not pass" for Senate bill 212.

'Right-to-work' laws put states at disadvantage

The 21 states with "right-to-work" laws continue to lose ground to free collective bargaining states in per capita income, average hourly earnings and unemployment compensation, an analysis of government figures reveals.

The compulsory open-shop states also lag behind the rest of the nation when it comes to fair employment practices laws, state minimum wage legislation, spending on public schools and infant mortality, according to the study, which is based on 1989 statistics compiled by the U.S. Labor and Commerce Departments.

In free collective bargaining states, the average per capita income is \$3,120 more than in "right-to-work" states. The average per capita income of the 29 free collective bargaining states and the District of Columbia, at \$18,689, is higher than the national average per capita income of \$17,596.

Of the 21 "right-to-work" laws now in existence, only two — Louisiana and Idaho — have been enacted in the 28 years since 1963. The per capita income in those states has decreased since they adopted "right-to-work" laws.

Louisiana's per capita income was \$1,163 below the national average in 1976, when it passed a "right-to-work" law. In 1989, the per capita income was \$4,675 below the national average.

Idaho's "right-to-work" law went into effect in 1986. The state's per capita income dropped from \$3,079 below the national average in 1985 to \$3,889 below the average in 1989.

Similarly, the per capita income in Kansas fell from just above the national average in 1958, when it passed a "right-to-work" law, to \$1,098 below the national average in 1989.

Wyoming passed its "right-to-work" law in 1963, when the state's per capita income was \$6 above the national

average. By 1989, per capita income was \$3,088 below the average.

While millions of workers sought unemployment benefits in 1989, "right-to-work" states provided only 14 percent of its jobless benefits at or above the national average of 33 percent. Among free states, 53 percent of the unemployed were provided benefits at or above the national average.

Idaho, Kansas and Tennessee were the only "right-to-work" states to provide unemployment benefits to the jobless at or above the national average.

Although productivity rose 4.9 percent in 1989 in manufacturing, the average hourly earnings of production workers was \$9.50 in "right-to-work" states, compared with \$10.94 in the free bargaining states. The national average was \$10.47.

In addition, "right-to-work" states lagged far behind free states on social indicators. For example, only 5 percent

of the "right-to-work" states are above the national average of expenditures per pupil in public schools. Fifty-seven percent of the free states are at or above \$4,557, the national average.

High infant mortality rates usually are associated with poverty, poor nutrition and lack of access to prenatal health care services. In 1987, 67 percent of the free states had rates at or below the national average of 10.1 deaths per 1,000 live births. By contrast, only 48 percent of the "right-to-work" jurisdictions were at or below the national average.

The report, "Economic Comparisons between Right-to-Work States and Free Collective Bargaining States," is a regular study of government data by the AFL-CIO Department of Economic Research. Copies of the 1991 edition may be obtained by writing the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Washington, D.C. 20006.

EXHIBIT 23
DATE 2-13-93
SP 212

SB 212

Testimony of Shawn Kincaid before the Senate
Labor and Employment Relations Committee
February 13, 1993

Mr. Chairman, members of the Committee, for the record my name is Shawn Kincaid. I am from Billings, and I am a construction laborer and a member of Laborers, Local 98. I know that this is going to be a lengthy hearing, however I would like to offer two points that are relevant to your consideration of this anti-worker legislation.

First, I want you to know that when my union organizes any group of workers, the workers seriously consider a union security provision and whether or not it should be a proposal to be negotiated with the employer. In the Laborers... and in other unions, any unit that we are organizing not only thoroughly discusses union security and what it means, they actually vote on it three times.

Workers vote, generally in a secret ballot election conducted by an agency of the federal or state government, to determine if they want union representation in the first place. Workers vote again to determine what proposals they want to be part of collective bargaining with the employer. And then, workers vote a third time on whether or not they want to accept a contract that has been negotiated between their representative and the employer. That's three times that workers have an opportunity, in effect, to vote on the question of union security. Three times that workers can express their will with respect to union security. Three times that workers can say they want union security or not.

Testimony, page 2

Secondly, I would like to point out that the National Labor Relations Act allows for a secret ballot election in the workplace, if workers want to rescind "union shop authority". I will have an actual NLRB petition handed to you. ~~(Pause until petitions are handed out.)~~

I would direct your attention to the highlighted box in section 1 of the petition form where it says UD-Withdrawal of Union Shop Authority. What does this mean? It means that workers already have the vehicle to address the union security issue in the workplace in Montana. If workers want to rescind a current union security agreement between the union and the employer, all they have to do is petition the Government for an election to do it! It means that the legislation you are considering today is unnecessary and duplicative. Not only is this bill insidious, anti-union, anti-worker, anti-business, primarily supported by out-of-staters... on top of all that it is not necessary! Thank you.

SENATE LABOR & EMPLOYMENT
UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
PETITION
DATE 2/13/93

DO NOT WRITE IN THIS SPACE

Case No.

Date Filed

INSTRUCTIONS: Submit an original and 4 copies of this Petition to the NLRB Regional Office in the Region in which the employer concerned is located. If more space is required for any one item, attach additional sheets, numbering them accordingly.

The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

1. PURPOSE OF THIS PETITION (If box RC, RM, or RD is checked and a charge under Section 8(b)(7) of the Act has been filed involving the Employer named herein, the statement following the description of the type of petition shall not be deemed made.) (Check One)
- ☐ RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees.
- ☐ RM-REPRESENTATION (EMPLOYER PETITION) - One or more individuals or labor organizations have presented a claim to Petitioner to be recognized as the representative of employees of Petitioner.
- ☐ RD-DECERTIFICATION - A substantial number of employees assert that the certified or currently recognized bargaining representative is no longer their representative.
- ☐ UD-WITHDRAWAL OF UNION SHOP AUTHORITY - Thirty percent (30%) or more of employees in a bargaining unit covered by an agreement between their employer and a labor organization desire that such authority be rescinded.
- ☐ UC-UNIT CLARIFICATION - A labor organization is currently recognized by Employer, but Petitioner seeks clarification of placement of certain employees: (Check one) ☐ In unit not previously certified. ☐ In unit previously certified in Case No. _____
- ☐ AC-AMENDMENT OF CERTIFICATION - Petitioner seeks amendment of certification issued in Case No. _____
Attach statement describing the specific amendment sought.

Name of Employer

Employer Representative to contact

Telephone Number

Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code)

1a. Type of Establishment (Factory, mine, wholesaler, etc.)

4b. Identify principal product or service

Unit Involved (In UC petition, describe present bargaining unit and attach description of proposed clarification.)

6a. Number of Employees in Unit:

Included

Present

Proposed (By UC/AC)

Excluded

6b. Is this petition supported by 30% or more of the employees in the unit? * ☐ Yes ☐ No
*Not applicable in RM, UC, and AC

If you have checked box RC in 1 above, check and complete EITHER item 7a or 7b, whichever is applicable)

7a ☐ Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about (Date) _____ (If no reply received, so state).

7b ☐ Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

Name of Recognized or Certified Bargaining Agent (If none, so state)

Affiliation

Address and Telephone Number

Date of Recognition or Certification

Expiration Date of Current Contract, If any (Month, Day, Year)

10 If you have checked box UD in 1 above, show here the date of execution of agreement granting union shop (Month, Day, and Year)

11a. Is there now a strike or picketing at the Employer's establishment(s) Involved? Yes ☐ No ☐

11b. If so, approximately how many employees are participating?

12. The Employer has been picketed by or on behalf of (Insert Name) _____, a labor organization, of (Insert Address) _____ Since (Month, Day, Year) _____

13. Organizations or individuals other than Petitioner (and other than those named in items 8 and 11c), which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in unit described in item 5 above. (If none, so state)

Name

Affiliation

Address

Date of Claim (Required only if Petition is filed by Employer)

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

(Name of Petitioner and Affiliation, if any)

(Signature of Representative or person filing petition)

(Title, if any)

Address

(Street and number, city, State, and ZIP Code)

(Telephone Number)

MISFEASANT FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

WETA

Western Environmental Trade Association

**Aspen Court, 33 South Last Chance Gulch, Suite 2B
Helena, Montana 59601
Phone (406) 443-5541
Fax # 443-2439**

SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 25
DATE 2/13/93
BILL NO. SB 212

OFFICERS:

Franklin Grosfield, President
Big Timber, Montana

Linda Ellison, 1st Vice President
Montana Trail Vehicle Riders Association

Tony Colter, 2nd Vice President
Louisiana Pacific

Allen Shumate, Secretary-Treasurer
Helena, Montana

EXECUTIVE DIRECTOR:
Peggy Olson Trenk

**TESTIMONY BEFORE
THE SENATE
LABOR & EMPLOYMENT RELATIONS COMMITTEE
SB 212
February 13, 1993**

Mr. Chairman, Members of the Committee, my name is Peggy Olson Trenk and I am the Executive Director of the Western Environmental Trade Association.

I would like to emphasize that we are not appearing here today either in support or in opposition to SB 212. Our concerns transcend this particular bill to rest on what we view as a dangerous road to travel for the people of Montana.

The 53rd Session began with a sobering look at our State's fiscal crisis, at the problems ensnarling the worker's compensation system, and at some difficult questions about the future of Montana's educational system. If there were ever a time when all of us, the business community and workers, need to pull together, it is now.

The legislation you have before you today puts that very delicate coalition at great risk. It generates sharp differences of opinion, when we need mutual cooperation. It divides, when we need to build trust, and it creates misunderstanding when we need to learn more about each other and how we each contribute to the fabric of Montana.

The proponents of this legislation have had "their day in court" which is what the democratic process is all about, and we acknowledge Senator Keating for giving them that opportunity. Now it rests to this committee to determine whether the 53rd Legislature will find itself embroiled in protracted debate over right-to-work, or whether it recognizes the danger present in that and steers a course that lets us all work together on the pressing problems we already have on the table.

WETA's membership strongly encourages this Committee to select the more positive road and bring a quick end to this discussion. We believe that truly is in the best interest of all of us here today, and ultimately for all Montanans.

Thank you for the opportunity to comment.

SENATE LABOR & EMPLOYMENTEXHIBIT NO. 26DATE 3/13/93BILL NO. SB 212

Mr. Chairman, Members of the Committee. My name is William G. Wilke. I am a Teamster employed by United Parcel Service, and proud to be a member of both organizations. I stand in opposition to Senate Bill 212, because I fear the long term effects on family and this state.

I believe the term "Right to Work" is misleading. It implies that citizens can expect businesses to create jobs for more people, because they have legal right to a good job. I personally have been told that if I made half my income, U.P.S. would employ twice as many people. We all know that is not true, companies only employ the minimum number of employees needed, no matter how little they are paid. But to someone working a low wage job, this is very easy to believe. I fear this committee will believe the promises of more businesses, more jobs, and a larger tax base. But history has proven otherwise, the reality is a lower per capita personal income for right to work states. Resulting in less income for taxes, homes, cars, necessities of life, and none for the luxuries of life. In other words a lower standard of living for too many Montanans, and a higher standard for too few. Along with a lower standard of living will come a greater demand for state funded social services, thus placing a greater tax burden on the tax payer. The tax payer is already stretched to the limit and is mad as hell about it. Actually, the tax payers are subsidizing the low wage employer, by paying for services the low wage employee can't afford. Montana already has a budget crisis to deal with, do we want to accept responsibility for more. I think the answer is a resounding NO! Let's realize that business is coming here, people are returning, not because we are a right to work state. They are returning because we are Montana! We have what businesses and individuals desire, a stable, committed, productive work force, with a work ethic hard to match anywhere. An environment that provides the basis for many diverse businesses. Not to mention an excellent place to live, and raise a family. Montana sells itself! If we need an anti-worker law to attract outsiders, then we don't need them.

My next concern is younger Montanans, can we offer them a reason to stay? Are we going to provide the resources for higher education, but not an opportunity to stay and contribute back to the system? Will we watch them leave for free collective bargaining states, where personal per capita income is \$3,000 higher than a right to work state. Is taking the American dream away from the young the answer to our short term problems? Shouldn't we realize we have survived the worst part of a changing basic economy? Now is not the time to strike another blow against workers of this state. Now is the time for long term planning, not quick fixes.

Finally I would like to talk about a basic principal, that has stood strong since our founding fathers arrived. The right of majority rule. It is a simple concept. The majority sets the agenda, the minority moderates the agenda, and the result is imposed on the society, for the benefit of society. And because the society benefits, the entire society must contribute a fair share. A collective bargaining unit represents a society with rights of majority rule. Because all in the bargaining unit benefit from the negotiated agreement, all must contribute a fair share, in this case union dues. This principal has worked for society and government forever.

Why is it wrong for labor unions to operate within these guidelines? If the right to work logic is applied to the proposed sales tax, those in the minority won't have to contribute, even though they may benefit as a member of society.

Thank you
William G. Wilke
202 W. Southview
Belgrade, Mt. 59714

SENATE LABOR & EMPLOYMENT
EXHIBIT NO. 27
DATE 2/13/93
BILL NO. SB 212

BEFORE THE

MONTANA SENATE
LABOR AND EMPLOYMENT RELATIONS
COMMITTEE

FEBRUARY 13, 1993

TESTIMONY BY DAVID DITZEL, REPRESENTING THE BROTHERHOOD OF
LOCOMOTIVE ENGINEERS, IN OPPOSITION TO
SENATE BILL 212

A right to work law can in no way benefit the State of Montana, it's citizens at large, or the worker's herein.

Right to work has the ultimate effect of depressing prevailing wages and benefits for workers in every state in which such a law has been passed. It is not difficult to understand that this has a ripple effect, upon main-street businesses, local and state governments.

Presently there are twenty-one states with right to work laws in place, and not one of those states has an average annual pay that is equal to or above the national average, whereas, the free bargaining states (i.e, states without right to work) have an average pay that is 37 percent above the national average (footnote 1). In Idaho, the most recent state to pass a right to work law, the percapita wage declined \$433 after the law was passed (footnote 2).

Only 14 percent of right to work states have achieved job fatality rates at or below the national average, compared to 67 percent of free collective bargaining states (footnote 3).

Only 10 percent of right to work states are at or above the national average of expenditures per pupil in public schools; 57 percent of the free collective bargaining states can make that boast (footnote 4).

In 1988, 67 percent of free collective bargaining states had infant mortality rates at or below the national average. By contrast, only 43 percent of the right to work states were at or below the national average (footnote 5).

Sources:

- Note 1: US Dept. of Labor, "Average Annual Pay by State and Industry, 1990", dated Aug. 8, 1991.
- Note 2: Ibid.
- Note 3: Report of the National Institute for Occupational Safety and Health, 1889.
- Note 4: American Federation of Teachers report on salaries and expenditures in schools by the states for 1991.
- Note 5: National Center for Health Statistics, "Monthly Vital Statistics Report", Nov. 28, 1900.

PAGE TWO

Perhaps most distressing of all is the fact that only 43 percent of right to work states have poverty levels that are at or below the U.S. average, whereas, 70 percent of the free collective bargaining states have poverty rates that are at or below the national average (footnote 1).

By virtually any important societal measuring standard, right to work states fall behind free bargaining states. To illustrate consider that in all of the areas listed below, free collective bargaining states have more favorable percentages:

	FREE STATES	RIGHT TO WORK STATES
1. Average teachers salaries in public schools at or above nat'l avg.....	60%	5%
2. Population and personal income for the year 1990.....	\$19,764	\$16,697
3. Children with no health insurance.....	16.9%	24.2%
4. Patent activity per 100,000 (US average is 22.0 per 100K population).....	26.3	14.0
5. Minimum wage rates: at or above the Federal minimum wage rate.....	60%	33%

(Source: National AFL-CIO, "Economic Comparisons", Feb. 1992, from government reports.)

The central feature of right to work laws is that they make the payment of union dues optional. The members who opt out of paying these dues still receive all the benefits of members common to all the other members, that is, the negotiation of new agreements with the employer, and the maintenance of existing agreements. Additionally, these non-dues payers, or "free riders" are entitled to receive individual problem solving attention from the union to settle a specific job grievance particular to that specific member.

This is most ironic. To draw a comparison, where in the United States can you for example, order a meal in a restaurant, eat it and tell the waitress that you will not pay for the meal, but one of the other diners will do so.

Sources:

Note 1: Bureau of the Census, "Poverty in the United States", 1990

PAGE THREE

In one respect a labor union is not unlike any other association, professional group, advocacy group, etc. All of these organizations are formed to promote the objectives of the group, the group being the shared objectives of the members of the group. How long would a lawyer be retained in the Montana Bar Association if he did not pay his or her dues? How long would a member of the National Rifle Association be kept on the rolls if he did not pay his or her dues?

The Montana and national right to work movement is nothing more than a direct attempt to create a cheap labor pool, at the expense of the well being of all Montanans, their health, the communities in which they live, and will if enacted reduce the standard of living of both union and non-union workers in Montana.

Thoughtfull examination will clearly lead to the conclusion that right to work is not in the best interests of Montana and Senate Bill 212 should be cast into the wastebasket where it belongs.

EXHIBIT 27
DATE 2-13-93
SB 212

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 28

DATE 2/13/93

BILL NO. has SB 212

Union

To be union a battle cry the world over, between working class and the powers that rule, women and men of all races and nationalities have layed their lives on the line for the right of organized representation the world over

Now we too fight these same Battles (Our right to be unified and strong is now on the line ~~Here~~)

We come together to say to you ~~Governor Racicot, members of the legislation, and people of Montana~~. Please do not take this freedom and right away from the working men and women of this state and their families. Our future is at stake.

Montana is leading the nation in job growth and per capital income, we are not losing - we are winning! Lets not change what is working for us all - the people of Montana.

We all benefit from Strong Labor relations, from the nurses, to the drivers, in construction, to the office. We all stand to lose in right to work for less. States all around us have found that Right to Work for Less Legislation slows growth, hurts families, lowers income potential, creates

members of Local 190

Billings MT

by CONNIE CROSS

2
Republican, Democrat Independent, We ALL
lose in this

From the former Soviet Union to the
steel mills and factories in East Berlin
to the Sweat Shops in Asia, to the
plants and factories in the United States
we all strive for the Right to be strong,
against those who would put us down.

But we are here now! To stand up and
say, NO, right to work for less.

Montana is one of the last few strongholds
of organized labor in the Union of States,
ok America, ~~lets keep it that way~~

We All benefit from strong labor relations

So we say together, in union and
strength, of friend and foe alike, for
our families and their families,

~~Governor Racicot, members of the~~
~~Legislation~~. Don't take this away
from the people of the Great State
of MT.

We are free. we are strong we
are Americans

No + Right to work for less, And remember

LUMBER, PRODUCTION & INDUSTRIAL WORKERS

Local Union



No. 3038

SENATE LABOR & EMPLOYMENT

EXHIBIT NO. 29

DATE 2/13/93

BILL NO. SB 212

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

BONNER, MONTANA 59823

ADDRESS OF WRITER

WRITTEN TESTIMONY ON BEHALF OF
LUMBER, PRODUCTION AND INDUSTRIAL WORKERS UNION
LOCAL 3038, AFL-CIO
FOR THE MONTANA STATE SENATE HEARING
SATURDAY, FEBRUARY 13, 1993, ON
SB 212, WORKERS FREEDOM ACT

Mr. Chairman, there are many reasons why the 650 members of Local Union #3038 do not support or want Right to Work Laws reflected in SB 212 - The Workers Freedom Act. The term "Right to Work" has been determined an inappropriate definition in regards to the real meaning. Therefore, they have had to refer to phrases such as the Workers Freedom Act to identify their cause.

Right to work laws say that no one has to pay union dues, no matter how much they benefit from union wages and benefits. They outlaw agency shops, union shops, and exclusive representation by saying no one has to pay dues to unions. Right to work laws even state that bosses and affected employees cannot agree to a contract that shares the cost of collective bargaining among all the workers who benefit.

Many companies agree to union security clauses so their workforce would be all union. Many companies understand that a good contract with a good union is good business. But under right to work, these good business practices simply aren't allowed.

America's labor unions are the most democratic institutions in the world. The majority rules, pure and simple. A right to work law lets the minority rule. The phrase right to work isn't even true. It doesn't give you any rights, it doesn't create any benefits.

Many people have wished to be in a union, especially when unsafe conditions exist at the workplace. In Montana, that wish has come true for thousands of workers in all corners of the state. The presence of unions has helped to improve wages, benefits, and overall working conditions for everyone, even those who wish they had a union.

The people who support right to work are full of promises, just like an unfair employer. They talk about creating jobs, about promoting economic development, and about building a better economy for everyone, including workers.

But they don't deliver; in fact, right to work states generally are worse off than the free collective bargaining states. It's pretty tough to make a fair comparison from one state to the next but overall comparisons between right to work states and free states are interesting.

Generally, the economics of right to work states are marked by lower wages at all levels, lower benefits, worse working conditions and limited workers rights. Beyond the workplace, right to work states generally do worse in things like spending on education, the war on poverty and commitment to civil liberties.

Right to work laws hurt everyone's wages, not just union members. A good way to see that is to compare state minimum wage laws. Therefore, we again urge the committee to oppose SB 212, which has a negative impact on all Montanans.

Thank you on behalf of LPIW Local #3038

WE, THE UNDERSIGNED, CITIZENS OF MONTANA, STRONGLY
OPPOSE SB212, THE SO CALLED "RIGHT TO WORK" BILL.
THIS BAD BILL FOR MONTANA WORKERS WOULD ONLY
SERVE TO ERODE WAGES AND BENEFITS THAT HAVE BEEN
WON FOR MONTANA WORKERS IN THE PAST 100 YEARS.
WE URGE THE MONTANA LEGISLATURE TO TURN A THUMBS
DOWN ON SB212.

NAME (please print)

ADDRESS

SIGNATURE

Robert J. Chapman	55 Curtis Ave Libby MT 59923	Robert J. Chapman
Jeyame A Nelson	1214 Montana Ave Libby 59923	Jeyame Nelson
Darwin Pader	Po Box 741 Libby MT 59923	Darwin Pader
Raynard Jellesed	4051 Champion Haul Rd. Libby MT 59923	Raynard Jellesed
LESTER D BROTHERS	52 Pearl St 59923 LIBBY MONT	Lester D Brothers
LENN HARRIS	2797 Forest Avenue MT Libby MT	Lenn Harris
OREN FARRIS	1305 Utah Ave Libby	Oren Farris
MARCUS ACTON	18 SPENCER HILL AVE LIBBY	Marcus Acton
Richard M. Flesher	1462 East 5 th Libby Mont.	Richard M. Flesher
CHARLES A CHALLINOR	640 VANDERWOOD RD Libby MONT.	Charles A. Challinor
William Miller	178 Kastenai Vista	William Miller

This exhibit is 38 pages long. The original is stored at the Historical
Society at 225 North Roberts Street, Helena, MT 59620-1201. The phone
number is 444-2694.

EXHIBIT 30
DATE 2-13-93
SB 212

DATE 2/13/93

SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name Representing Bill No. Check One
Support Oppose

TOM HEALD JR	IBEW 532	SB212		✓
Michael P. Gec	IBEW 532	SB212		✓
James P. Gec	IBEW #532	"		✓
John P. Cassidy	IBEW #44	SB 212		✓
Edward Johnson	Local #1620 Company 400	SB212		✓
Laurie Connolly	Local 1620	SB212		✓
George Tivels	OCAW - 2-470	SB 212		X
Roger D. Crabb	operating Eng Local 400	SB212		X
Marty M. Kueper	Asbestos Workers #82	SB212		X
Wayne Akten	Asbestos Workers #82	SB212		✓
Raymond	Salesman	SB212		✓
James Barron	Salisbury #768	SB212		✓
FRANK G. STEWART	KILA #768	SB212		✓
Luane Cossetti	Citizens DELT, MT.	SB212		✓

VISITOR REGISTER

PLEASE LEAVE PREPARED STATEMENT WITH COMMITTEE SECRETARY

DATE 2/13/93

SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose

<i>Nancy M. Smith</i>	<i>LU 768</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Fred J. Richert</i>	<i>Teamsters #190</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Tim Druger</i>	<i>Teamsters #190</i>	<i>"</i>		<input checked="" type="checkbox"/>
<i>Charles R. Ruppel</i>	<i>Local 400</i>			<input checked="" type="checkbox"/>
<i>John E. Brundage</i>	<i>LOCAL 45</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Jim Sticks</i>	<i>Local 885</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Bill A. Johnson</i>	<i>LOCAL 885 & 41</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Nancy B. Swin</i>	<i>LOCAL 1334</i>	<i>"</i>		<input checked="" type="checkbox"/>
<i>John A. Spicer</i>	<i>Teamster #2</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Lothar</i>	<i>Porter 1922</i>	<i>"</i>		<input checked="" type="checkbox"/>
<i>Jim Conrad</i>	<i>Local 11</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Robert Berger</i>	<i>Local 312</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Barbara Hunt</i>	<i>Local 312</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Judy M. Zieglers</i>	<i>IBEW Local 1638</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Wm. P. McLean</i>	<i>IBEW LU 1638</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>
<i>Luane Meilinger</i>	<i>IBEW LU #44</i>	<i>SB 212</i>		<input checked="" type="checkbox"/>

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Mary Kent	Tenants	SB 212		✓
JACK PATTERSON	KRASMANSHIP	SB 212		✓
Doris Indiguit	MGEA	SB 212		✓
Linda Craftree	APWU	SB 212		✓
Loran Seeger	unacited	SB 212		✓
Elaine Alm	Wartren	SB 212		✓
Beth McLaughlin	NEKE	SB 212		✓
Gerald Smith	IW #841	SB 212		✓
DAVID FIELD	IW 841	SB 212		✓
Beverly Van Diest	Local 533	SB 212		✓
Ken Devine	Boilermakers #11	SB 212		✓
Monty S. Cassidy	Boilermakers #11	SB 212		✓
Ben Stelman	Boilermakers #11	SB 212		✓
ED LEAN	CCAW 2-470			X
Mike Meyer	IBEW #532			X
GARY DOLL	IBEW #532	SB 212		X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
John W Nesmith III	LABORS LOCAL 1334	SB 212		✓
Mike Harrington	TEAMSTERS	SB 212		✓
Greg Pundell	IBEW #532	"		✓
Jack Shilby	IBEW LU 1547	SB 212		✓
OO Cronin	IBEW #44	SB 212		✓
William Stult	Teamster 190#	SB 212		✓
Buel Hawkins	Teamster 190#	SB 212		✓
Richard L. Papp	Pipefitters #459	SB 212		✓
John L. Hunt	Teamster Local 190	SB 212		✓
Tom Johndy	Teamster #190	SB 212		✓
Tony Tams	IUE #400	SB 212		✓
John W. Malt	TEAMSTER #190	SB 212		✓
James K. Kinnear	American Postal Workers Union	SB 212		✓
Alvin Schurr	American Postal Workers Union	SB 212		✓
Marna Rosenthal	Montana Family Union	SB 212		✓
Marion Gaudin	Labors 1334	SB 212		✓

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One Support Oppose	
Don Nerison	IBOT # 2	SB212		✓
Lyle Richards	IBOT # 2	SB212		✓
Phil Richards	IBOT # 2	SB212		✓
Robert E Fisher	FITTERS # 39	SB 212		✓
Ja Becker	IBOT # 2	SB212		✓
Irene Becker	IBOT # 2	SB212		✓
Kenny Jorgensen	1334	SB212		✓
Mark Zook	Plumbers & Fitter 139	SB212		✓
Pat Sullivan				—
DI Sullivan				✓
Mike Kovach	Laborers Local 98	SB212		✓
Gene Kovach	Laborers Local 254	SB212		✓
Ken Maysnik	Teamsters Local #2	SB212		✓
Bob Maysnik	Carpenter Local #26	SB212		✓
Stan O'Quinn	TCU MAURE	SB212		✓
Agnes Nesmith		SB212		✓

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SENATE COMMITTEE ON

LABOR: Employment Relations

BILLS BEING HEARD TODAY:

SB 212 - Keating

Name

Representing

Bill
No.Check One
Support Oppose

John Gfer	Teamster #2	SB 212		X
George M. Dohi	Operating Eng. #400	SB 212		X
Walt Schuman	Operating Eng. #100	SB 212		X
Joe Staudohar	Pipefitters L.U. 41	SB 212		X
Ron Michel	A.C.A.W. Billing local	SB 212		X
Dick Schmitt	O.C.A.W. LOCAL 9-470	SB 212		X
Brenda Michiel	U.L.U. #486	SB 212		X
Ben/Arthur	LU 441	SB 212		X
Paul Christ	IBEW #414	SB 212		✓
Daniel Crum	Labors. 254	SB 212		✓
Jeffrey Smith	MPFA	SB 212		✓
Janet Austin	MPFA	SB 212		✓
Walter Barker	Local 1334	SB 212		X
Gregory Carlson	local 1334	SB 212		✓
Bob Campbell	SUC	212		X
Don Edwards	O.C.A.W.	212		X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One Support Oppose
Cheryl Edwards	Butte	SB 212	<input checked="" type="checkbox"/>
Mike C. Boyer	Butte	SB 212	<input checked="" type="checkbox"/>
Mike Gaffney	Butte	"	<input checked="" type="checkbox"/>
Donna Vincent	Butte	"	<input checked="" type="checkbox"/>
Justin Vincent	Butte	"	<input checked="" type="checkbox"/>
Jill Harkness	Butte	"	<input checked="" type="checkbox"/>
Nancy K. Taylor	Butte	"	<input checked="" type="checkbox"/>
Sharon K. Townsend	Butte	SB 212	<input checked="" type="checkbox"/>
Diane Blankenship	HELENA LOCAL 72	SB 212	<input checked="" type="checkbox"/>
Kerth P. Blankenship	HELENA LOCAL 72	SB 212	<input checked="" type="checkbox"/>
LAVONNE H. FURCH	BILLING LOCAL 532	SB 212	<input checked="" type="checkbox"/>
Douglas N. Gronow	BUTTE	SB 212	<input checked="" type="checkbox"/>
John Pejko	SAND Coulee	SB 212	<input checked="" type="checkbox"/>
Pete Hoppe	GREAT Falls	SB 212	<input checked="" type="checkbox"/>
Mike Wemmerberg	GREAT FALLS	SB 212	<input checked="" type="checkbox"/>
Carla Austin	" "	" "	<input checked="" type="checkbox"/>

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
JANINE Foster	^{LAUREN, MT} OCAW-2-443	SB212		X
James F Foster	IBEW ^{B. CL} 532	SB212		X
Ed Hawthorne	IBEW 530	"		X
Michael D. G.	Laberons #98	11		X
Chris Brennan	" "	"		X
Red Henschel	Painters 1922	16		X
Tim Canard	Boilermakers 117	4		X
Rene Flanagan	(Butte) Laundry Local #25	SB212		X
Gary Flanagan	LABORERS Local #954	"		X
M. Chris Imhoff	Self	S.B. 212		X
Aoife Kinsella-Ball	Self	SB. 212		X
Heath R. Bell	1334 Laborers	S.B. 212		X
Cony Arms	local 400	"		X
Mike Lips	LOCAL 400	"		X
Barbara Corps	" "	"		X
Donald C. Gies	Local 400	"		X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One Support Oppose
<i>Jim Kiskund</i>	LABORERS 1334	SB212	X
<i>J. J. Newry</i>	LABORERS 1334	SB212	X
<i>Paddy Donnelly</i>	Carpenters #112	"	X
<i>Willis Butterfield</i>	Bricklayers #3117	SB212	X
<i>Marilyn Butterfield</i>		SB212	X
<i>Don Anderson</i>	I.B.E.W.	SB212	X
<i>Bob Lippe</i>	I.B.E.W.	SCAB BILL 212	X
<i>Wally Walberg</i>	A.F.G.E.	SB212	X
<i>Carolyn Inskeep</i>		SB212	X
<i>Donald St. John</i>		SB212	X
<i>Donna Alford</i>	I.B.E.W.	SB212	X
<i>Ron Pring</i>	"	SB212	X
<i>SAM HAMILTON</i>	A.F.W.U. #132	SB212	X
<i>Marlow Zook</i>	Alumina 139 G.F.	SB212	X
<i>Janis Blanch</i>	U.F.C.W. #8	SB212	X
<i>LEE FATE</i>	TEAMSTER LOCAL 2	SB212	X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Gay L Lawrence Sr	Boilermakers	SB 212		✓
Mike Nelson	Teamster Union	SB 212		✓
Dan Swanson	IBEW Local 768	SB 212		✓
Carol Brooks	IBEW Local 768	SB 212		✓
Rosemary Healey	MIPEA	SB 212		✓
Rosalyn B. Adams	IBEW Local 768	SB 212		✓
Sue L. Linder	IOOE Local 400	SB 212		✓
Marion H. Hume	Local 56	SB 212		✓
Red Griffin	Local # 768 - IBEW	SB 212		✓
Dana Lee Townsend	APWU - BOZEMAN LOCAL	SB 212		✓
Dan Leticia Townsend	Boilermakers	SB 212		✓
Martin B. Tucci	Local D-237 Boilermakers	SB 212		✓
Paul Spence	Local 190 Bilingual	SB 212		✓
Medric J. Mogan	Local 227-C Printers/Pressmen	SB 212		✓
John Patterson	IRONWORKERS LOCAL 841	SB 212		✓
Richard Sanders	Plumber & Fitters Local 139	SB 212		✓

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Frank J. Stumac	^{Members + Fitters} Local 139 G. Falls	SB 212		✓
Lois J. Stumac	^{Members Family Union} House Wife member	SB 212		✓
Lampson, Don	Harbors Local #1331	SB 212		✓
Ted R. Schoenen	Local #122 IBEW	SB 212		✓
Dickie Schoenen	wife of member of IBEW 122	SB 212		✓
Michael Blid G	Local 400 IUOE	SB 212		✓
Greg J. Walsh	Local 768 IBEW	SB 212		✓
Wendy Hall	IBEW #768	SB 212		✓
Frank A. Holland	LOCAL 400 IUOE	SB 212		✓
Red McCaskill	IBEW Local 768	SB 212		✓
A.D. Van Loh	IBEW Local #44	SB 212		✓
Bill Antonich	LOCAL 400 - IUOE	SB 212		✓
Mike Gordon	Local 768 - IBEW	SB 212		✓
Tony Leher	^{Local 1190}	SB 212		✓
Larry Littrell	Local 768 IBEW	SB 212		✓
Darryl Muel	Local 190 Trainers	SB 212		✓

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SENATE COMMITTEE ON LABOR: Employment Relation

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Rick Hedges	IBEW 768	SB212		X
Randy D Hedges	IBEW 768	SB212		X
Andy Ricca		SB212		X
Russ Hughes	TBEW 44	SB212		X
Don Smith	UA #41	SB212		X
Larry Smith	286 Great Falls	SB212		X
Paul McCaughey	UA #41	SB212		X
Con Sullivan	UA - #41	SB212		X
Don Rademacher	UA - #41	SB212		X
Bill Clark	UA - #41	SB212		X
Randy Frickel	Asbestos Worker #22	SB212		X
RICK ALAN DEADY	AFM 642 & LABORER'S #251	SB212		X
Budget Savarick		SB212		X
Jane D. France	Teamster 123	SB212		X
Mary Brey	Local 196	SB212		X
Timmy Elliott	Local 1334 & 768	SB212		X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One Support Oppose
Melissa Barney	Local union 254	SB 212	X
Gary Demers	laborers union Local 254	SB 212	X
Jack Zink	LABORERS UNION MT State AFL-CIO 257	"	X
Maryl Phelan	laborers Local 254 MT State AFL-CIO	SB 212	X
Bonnie Schneider	Local 437 HERE Health care-	SB 212	X
Gary Schneider	LOCAL 3038 U B C S BONNER MT	SB 212	X
Bob Goff		SB 212	X
Eric Leister	LOCAL 669 Sprinkler fitters	SB 212	X
Mike Lewison	LOCAL 669 SPRINKLERS	SB 212	X
Craig Kuchler	Carpenters Local 153	SB 212	X
Ken Zimmerman	Carp. Local #153	SB 212	X
Donald P. Smith	Boilermakers #11	SB 212	X
Craig Davis	Boilermakers #11	SB 212	X
Patricia Wee	IBEW #532	SB 212	X
LeRoy Addison	IBEW #532	SB 212	X
Quill Britton	IBEW #532	SB 212	X

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DATE 2/13/93SENATE COMMITTEE ON LABOR: Employment RelationsBILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	Support Oppose
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Chadd Enhart	3038	SB212		X
Butch Mullaney	Local #44	SB212		X
FRANK Crosby	Local #44	SB212		X
Frank Foot	IUE Local 400	SB212		X
Miriam Foot	MT Family Union	SB212		X
Dorothy Vignali	Local 2581 Libby MT	SB212		X
Debra M Vignali	Local 768 Libby EW	SB212		X
Domacio C. Almeida	Local 25-81 Libby, Mont.	SB212		X
Karl Roll	Local 400 Forsyth	SB212		X
Betty J Roll	Local 400 Forst Libby	SB212		X
Jackie Shaffer	Local 400 Forst Libby	SB212		X
Jim Shaffer	IUE Local 400	SB212		X
Theresa J. Shaffer	Local # 1234			X
Paul P. Harns	LU 44 IBEW	SB212		X
Don T. Harns	LU 44 IBEW	SB212		X
Paul P. Harns	LU 44 IBEW	SB212		X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One Support Oppose
LaFae Keeske	Better Teachers Union	SB 212	X
Alberta Carroll	LABOREKS 1334	SB 212	X
Bryan Ehart	Lumber & Sawmill Workers Local 3038	"	X
Dwaine L. Mollinger	IBEW Loc #122	SB 212	X
Bob Kessner	IBEW 44	SB 212	X
Duane Holgate	TCU 656	SB 212	X
Frank X. Elbar	TCU 650	SB 212	X
Kenn F. Chm	L.U. #30	SB 212	X
Tom Dwyer	CARP LOCAL 286	SB 212	X
Harvey P. Hanner	Carp Local 286	SB 212	X
George Deke	Carp Millwrights Local 286	SB 212	X
Mike Murray	CFAA Local 1981	SB 212	X
Randall P. Damschauer	Operating Engineers Union	SB 212	X
Tom Dwyer	Local 1334 MISS	LABOR	
Edwinn W. Boy	Teamsters #2	SB 212	X
William S. Col	Teamsters #2	SB 212	X

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SENATE COMMITTEE ON _____

BILLS BEING HEARD TODAY: _____

Name	Representing	Bill No.	Check One	
			Support	Oppose
Andy Powell	Teamsters #2	SB212		X
Montie C. Gavoie	Teamsters #2	SB212		X
Wyatt L Frost	Cement Workers	SB212		X
Richard D. Scott	Carpenters Union	SB212		X
Paul Orist	IBEW Local 44	SB212		X
Don Wilkins	CPIW Local 2581	SB212		X
Benny Murphy	IBEW Local 44	SB212		X
Curt Wilson	CGCL 1334	SB212		X
Harold Pederson	Operating Eng.	SB212		X
William R. Saksa	PAINTERS #1922	SB212		X
Douglas	PAINTERS #1922	SB212		X
Kelly Wiedrich	I.U.O.E Local 400	SB212		X
K.M. Benega	OCAW Local 2491	SB212		X
Michael K. O'Neill	A.F.S.M. Local 2774	SB212		X
Steve Smith	A.F.S.M. Local 2774	SB212		X
Q. H. H. H.	O.C.A.W. Local 2491	SB212		X

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Charles L. Stewart	LPIW 2581	SB212		✓
Barry Brown	LPIW 2581	SB212		✓
Colleen B Stewart	LPIW 2581	"		✓
Bill Burrows	LPIW 2581			✓
Mark O'Sullivan	IW 841	SB212		✓
LARRY KEMP	IW 841	SB212		✓
Janice Tocho	LPIW 2581	SB212		✓
David G. Ay	LOCAL #2			✓
Duane Badger	LOCAL 532			✓
Fong Holland	IBEW 532			✓
FRED CLARK	IBEW 441	"		✓
Dan Hendrickson	IBEW 441			✓
Sam P. Smith	LOCAL 1334			-
Jim Mastandrea	L.O. 532 IBEW			-
Jeff Matthews	IBEW "768	"		✓
Stephen D. Frost	IBEW 441	SB212		✓

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Jim Wheeler	IBEW 44	SB 212		✓
Jeff Koffer	TBEW 185	SB 212		✓
Robert Crystal	IBEW 44	"		✓
George Smyle	Boiler Makers 11	SB 212		✓
Lynn Harkness	Boilermakers #11	SB 212		✓
Jeffery A. Harkness	Laborers #1334	SB 212		✓
Gary Zacharisen	INPEA IBEW - 11M	SB 212		✓
Garrett Zacharisen	Turner Local #2	SB 212		✓
Francis P. Huebner	IBEW #532	SB 212		✓
Fred W. Samish	OCHW 2-491	SB 212		✓
Bob deYoung	LOCAL 254	SB 212		✓
Richard J. O'Connor	400.	SB 212		✓
David A. Porter	ILEOF Local 400	SB 212		✓
William P. Nolan	Local #11 Boilermakers	SB 212		✓
Shirley Penning	Local 98	SB 212		✓
Ted Petroff	Local 400	SB 212		✓

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SENATE COMMITTEE ON LABOR : Employment Relations

BILLS BEING HEARD TODAY: SB 212 - KEATING

Name	Representing	Bill No.	Check One Support Oppose	
<i>Randy Crawford</i>	<i>Self</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Robert Kuehler</i>	<i>Self</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Scott Oberlund</i>	<i>IBEW 768</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Don Crills</i>	<i>Vald</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>B. B. Osborne</i>	<i>Self</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Larry A. Helstad</i>	<i>IBEW-768</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Norman Cervenky</i>	<i>Self</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Les Stone</i>	<i>Boilermakers #11</i>			<input checked="" type="checkbox"/>
<i>Don Biglen</i>	<i>Boilermakers #11</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Wendy Hollette</i>	<i>Boilermakers #11</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Jay E. Harn</i>	<i>My Family</i>	<i>212</i>		<input checked="" type="checkbox"/>
<i>Richard Van Allen</i>	<i>Transp. Comm. Union State Leg. Board</i>	<i>212</i>		<input checked="" type="checkbox"/>

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SENATE COMMITTEE ON Labor

BILLS BEING HEARD TODAY: SB 212

Name	Representing	Bill No.	Check One	
			Support	Oppose

William G. Wilke	TEAMSTERS	212		X
Walt Morris	BRICKLAYERS Loc #10 MT	212		X
Marv Kampeyer	Laborers #254	212		XXX
XXXXXXXXXX	TEAMSTERS Loc #1	212		X
James T. Oakland	LABOR	212		X
Pat O'Leary	LABOR	212		X
Stephen Parker	1334	212		X
Donald E. Feltus	Laborers District Council 1334	SB 212		X
James F. Jacobson	Laborers Local 1334	SB 212		X
Nancy Mills	Laborers Local 254	"		X
Heather Jansen	MT Family Union	"		X
Thomas J. Feltus	Laborers 254	SB 212		X
Robert F. Feltus	Family	212		X
Maureen Ross-Kalman	Family Union	212		X
Stan Dupree	IBEW 44	212		✓
James M. Vachon	Loc 72 Steelworkers	212		X

VISITOR REGISTER

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SENATE COMMITTEE ON _____

BILLS BEING HEARD TODAY: _____

Name	Representing	Bill No.	Check One	
			Support	Oppose
Larry J. Mcgilligan	Local 44 1 BE W	212		X
Annette Leibel	Local 98	212		X
Mark Townsend	Local 98	212		X
Cindi Britton	LOCAL 56	212		X
Pat. Clinch	IAFF Local 448	212		X
V.E. Clinch	VTRM - MFT	212		X
RICHARD H. MILLER	CARPENTERS LOCAL 1172	212		X
Carol Miller	Carpenter Local 1172	212		X
Jay W. Ballard	Local 1153 Corp	212		X
Walter Kussow	" " "	212		X
Mike Guder	LL 98	212		X
Bob Leibel	L #98	212		X
Dennis Mutch	L #98	212		X
Louise Krenner	L #98	212		X
Scott Zeske	L #98	212		X
David Moray	L #254	212		X

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SENATE COMMITTEE ON _____

BILLS BEING HEARD TODAY: _____

Name	Representing	Bill No.	Check One	
			Support	Oppose
George M'Ginnis	LOCAL 254	212		X
Cecil Lites	LUDE 400	212		X
LeRoy Crenshaw	LUDE 400	212		X
John Keebler	Family Union	212		X
H.R. CARNEY	LOCAL 98	212 212		X
John C Ball	Local 400	212		X
Kathy Jeter	Local 532	212		X
Judy Quigley	Self	212		X
Elmer D. Webb	Local 2711	212		X
W. H. Lee	Local 190	212		X
Connie L. Cross Bls M	Local 190	212		X
Bob Johnson	Local 44	212		X
Jim Stone	Self	212		X

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LABOR COMMITTEE BILL NO. 212

DATE 9-13-93 SPONSOR(S) Keating, Burnell

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NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
JAMES R. TUCKER 59401 4233 Redwood Falls	M. E.		X
Jim Keane	FLCE Local 400 + Self		X
Jerry Bush	Local 2038		X
Don Herzog	IBEW L.V. 532		X

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DATE 2/13/93

SENATE COMMITTEE ON LABOR

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Tom LaBelle	Local 3038	SB 212		X
Bob Gibson	Local 239	SB 212		X
Rep Roberts	" "	SB 212		X
John A. Wang	Teamsters #2	SB 212		X
Pat Gibson	Local 239	SB 212		X
Christi Spurgeon	Laborers 254	SB 212		X
Steve Stein	Teamsters 190	SB 212		X
OLIVER GREENWOOD	IBEW 122	SB 212		X
MARY GREENWOOD	IBEW Local #122	SB 212		X
Danny Quigley	IBEW #532	SB 212		X
Bruce Bishop	IBEW 122	SB 212		X
Michael P. O'Donnell	Local #30 UA	SB 212		X
Jan Wilson	Local #254 Laborers	SB 212		X
Rickey Linafelter	Local 4286 carpenters	SB 212		X
Bill Loman	Local #1172 Carpenters	SB 212		X
Gene H. Watters	LU 768 IBEW	SB 212		X

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DATE 2/13/93

SENATE COMMITTEE ON LABOR

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
J. Stanley	LOCAL #2	SB 212		<input checked="" type="checkbox"/>
Don Sayre		SB 212		<input checked="" type="checkbox"/>
Nela Kuehn	Local #190	SB 212		<input checked="" type="checkbox"/>
Nelson Garcia	LOCAL #400	SB 212		<input checked="" type="checkbox"/>
Monica L. Master	Local 400	SB 212		<input checked="" type="checkbox"/>
Donna Inell	Mt Demo Party	SB 212		<input checked="" type="checkbox"/>
William Keel (Stall)	Local #	SB 212		<input checked="" type="checkbox"/>
Pam Egan	Mt FLU/alarers	SB 212		<input checked="" type="checkbox"/>
Ron Mogus	IBEW #44	SB 212		<input checked="" type="checkbox"/>
Rosemary Harris	Teamsters	SB 212		<input checked="" type="checkbox"/>
Tom Minor	IBEW 44	SB 212		<input checked="" type="checkbox"/>
Russell Ferguson	LOCAL 98	SB 212		<input checked="" type="checkbox"/>
Chm Williams	local 44	SB 212		<input checked="" type="checkbox"/>
Alise Williams		SB 212		<input checked="" type="checkbox"/>
Jeannie Dault	Local #2 Teamster	SB 212		<input checked="" type="checkbox"/>
Brad Mahan	HO 85			<input checked="" type="checkbox"/>

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DATE 2/13/93

SENATE COMMITTEE ON LABOR

BILLS BEING HEARD TODAY: SB 212

Name	Representing	Bill No.	Check One	
			Support	Oppose

Charles Hartung	U.A. Lu. 30 Billings	SB-212		X
Robert R. Fackel	U.A. Lu. 30 Billings	SB-212		X
Robert L. Papin	U.A. Local 30 Billings	SB-212		X
Terry Wilson	U.A. Local 30 Billings	SB-212		X
W. A. Denny	U.A. Local 30 Forsyth MA	SB-212		
Jack Cutler	Teamsters Union #2	SB-212		X
Charlotte M. Cutler	Teamsters Union #2			X
Dave Cromwell	#2	11		X
Jim Morrison	IRONWORKERS	11		X
Billings	Local #90	SB 212		X
M. Leaning	Local #98			X
By Cartwright	Local #98	SB 12		X
Dave Thompson	Local #98	SB 212		X
Billie Odred	LOCAL #98	SB 212		X
Douglas A. Wright	BLE #232	SB 212		X
Carroll R. Tyler	Boiler Makers #1	SB 212		X

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DATE 2/13/93

SENATE COMMITTEE ON Labor

BILLS BEING HEARD TODAY: SB 212 -

Right to Work

Name	Representing	Bill No.	Check One	
			Support	Oppose
Charles Suber II	Local 98	SB 212		X
Ahron Rolles	Local 190	SB 212		X
Ron N. Jamie	Team Workers Local 541	SB 212		X
Scott Arnold	AFSCME	SB 212		X
Doris Meehan	Local 98	SB 212		X
Marge Hart				X
DIANE DELANEY	MPEA	SB 212		
Linda Kovar	Local 1334	SB 212		X
Dean Kovar	Teamster Local 45	"		X
Dave Arnold	BLE Local #262	SB 212		X
Grace Votaw	Laborers Local #1334	SB 212		X
STEVE DELANEY	BL of E #262	SB 212		X
Pat A. Mischel	Utah #496 - East Int 472 - 1334 CLE	SB 212		X
MATT MARTIN				X
Felicity McFerrin	LUNA Local #254	SB 212		X
Tracy Thompson	NBA Local 1334	SB 212		X

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SB 212 - Leathig

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SENATE LABOR COMMITTEE BILL NO. SB 212
DATE 2-13-93 SPONSOR(S) KEATING

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NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Serg Hystad	IBEW Local 441		<input checked="" type="checkbox"/>
PALE E DE PAUW Billings	IBEW Local 532		<input checked="" type="checkbox"/>
Bruce Baxter Missoula	self owned business labores union		<input checked="" type="checkbox"/>
Barbara Johnson	Local 98		<input checked="" type="checkbox"/>
Grant Johnson	IBEW 1638		<input checked="" type="checkbox"/>

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DATE 2/13/93

SENATE COMMITTEE ON Labor

BILLS BEING HEARD TODAY: SB 212 - Right to Work

Name	Representing	Bill No.	Check One	Support	Oppose
T Joseph Regan	Carpenters Local #28	SB212		X	
FR. Jerry Lowrey	Priests Council - Catholic Diocese of Helena	SB 212			X
in Latchy	Self / Msgr Demo Party	SB212			X
Toote Welch	MAPD	SB212			X
Frank Hopper	MT. CITS FOR	SB212			X
Joe Ned Bolt	#170	SB212			
Chris Murphy	LPLW 3038	SB212			Y
Oreg Huggins	Mt Citz for Rtn	SB212	X		
Ken TRITZ	PAPERWORKERS	SB212			X
Sandy TRITZ	Paper workers	SB212			X
Jane St Brown	th c f r w			X	
Kyle Brown				X	
Alice Buchanan		SB212	X		
Don Ford		SB212		✓	
Virginia Romine	IBEW 206	SB212			✓
Bill Romine	Self				X

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DATE 1/13/93

SENATE COMMITTEE ON Labor - Right to Work

BILLS BEING HEARD TODAY: SB 212

Name	Representing	Bill No.	Check One	
			Support	Oppose
Richard M. Hart	Local #98 BGS	FB 212		<input checked="" type="checkbox"/>
Pablo Gonzalez Jr.	Local 98 BGS	FB 212		<input checked="" type="checkbox"/>
Frank C. Medina	#8 UFCW (1701/15)	SB 212		
Donald Shepard	Local H 98 BGS	SB 212		<input checked="" type="checkbox"/>
Maise Fleming	LOCAL 400	212		<input checked="" type="checkbox"/>
Jim Russo	LOCAL 1334	212		<input checked="" type="checkbox"/>
Charles D. Hurd	CCAW Local 2-470	212		<input checked="" type="checkbox"/>
John de Edward	Local 1239	SB 212		
Edgar	CLAW 2-470	SB 212		<input checked="" type="checkbox"/>
Carl Smith	Transit 190	L 190		<input checked="" type="checkbox"/>
Eunice Connolly	Local 1620 Galen			<input checked="" type="checkbox"/>
Eleanor Johnson	Local 1620 Galen			<input checked="" type="checkbox"/>
Bill Kelly	CCAW 2-470	SB 212		<input checked="" type="checkbox"/>
Don Marguaret	Local 669	SB 212		<input checked="" type="checkbox"/>
George Hilling	Local 400	SB 212		<input checked="" type="checkbox"/>
Eric Lewison	LOCAL 669	SB 212		<input checked="" type="checkbox"/>

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Senate LABOR

COMMITTEE

BILL NO. S-B 212

DATE 2-13-93

SPONSOR(S) Tom Keating

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NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Joe Mills	MPEA		✓
Helen Konecky	Plumbers 139- AF		✓
John Gable	M.F.T./M.F.S.E		X
Kevin McGee	MFT/MFSE		X
Wilber Rehmann	MFSE/MFT		✓
Staci Riley	MFT/MFSE		✓
Terry Miron	State Employees M Ed Teachers, Health Care Employees		X
Mike Dahlem	MFT/MFSE		X
Robert Waltmire	FVCC Teachers		X
Harry A. Groun	IAMA 1750		X
Raymond B Lincoln	TAM Local 231 Helena		X
JAN LINCOLN	IBEW 206 HELENA		✓
Ron Mikel	O.C.A. w Boelings		
Barb Bocher	MT. Nurses Assoc		X

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Senate
~~HOUSE REPRESENTATIVES~~
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Senate Labor COMMITTEE BILL NO. SB 212
DATE 2-13-95 SPONSOR(S) TOM KEATING

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NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Michael J Reed	LOCAL 400		X
DAVID DITZEL	BRO. OF LOCOMOTIVE ENGRS		X
Ryan Mawson	United Transportation Union		X
Patty Anderson	MPEA		X
Urbica B...	Mt. St. Council HERE		X
Phil Campbell	Mont. Ed. Assoc		X
Wallace Beck, Pres. Beck Mechanical L. H. COVIN	Great Falls		X
Box 880 Forsyth MT	U. M. W. A		X
PAT ISBELL PO 381 Libby MT 59923	LPIW Local 2581		X
Tom Schneider	MPEA		XXX
Jim Mulder	TCU		X talk
Michael S. Mizenko	LOCAL #13A		X
OM Stimaac Sr	Local #139		X
Ted Stimaac 296 Colstrip	" 1638 IBEW		

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DATE 2/13/93

SENATE COMMITTEE ON LABOR

BILLS BEING HEARD TODAY: SB 212 - Right to Work

Name	Representing	Bill No.	Check One Support Oppose	
Larry Fox Missoda	Self	SB 212		✓
Alan Solum	IBEW Local 768	SB 212		✓
Steve Hensley	Self	SB 212		X
Elizabeth Austin	Self	SB 212		✓
Peter J. Nimlos	Self	SB 212		✓
JOHN FORKAN	MONTANA STATE BUILDING TRADE COUNCIL	SB 212		X
Thomas A. Wilson	Self	SB 212		X
G. BRUCE MORRIS	CARPENTER'S UNION	SB 212		✓
JUSTIN MORRIS	Self	SB 212		✓
Kyle Morris	Self	SB 212		✓
Mark Alves	U.F.C.W. 1981	SB 212		✓

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DATE 2/13/93SENATE COMMITTEE ON LABOR : Employment RelationsBILLS BEING HEARD TODAY: SB 212 - KEATING

Name	Representing	Bill No.	Check One	
			Support	Oppose
Robert Postlethwaite	Local #2581	212		<input checked="" type="checkbox"/>
Rita Postlethwaite	Local 2581	212		<input checked="" type="checkbox"/>
Stephen Hogan	Local 2581	212		<input checked="" type="checkbox"/>
Richard C. Krot	LOCAL #532 IBEW	212		<input checked="" type="checkbox"/>
Frances A. Guzman	Local #2	212		<input checked="" type="checkbox"/>
Robert L. Freeman	Local #2 ^{Teamsters}	212		<input checked="" type="checkbox"/>
Billie Eldred	LOCAL #98	212		<input checked="" type="checkbox"/>
John A. Eldred	LOCAL #98	212		<input checked="" type="checkbox"/>
Robert L. Wilson	LOCAL 190	212		<input checked="" type="checkbox"/>
Don Alverson	Local 459 (UA)	212		<input checked="" type="checkbox"/>
Larry Ritchie	MFT Local 4027	212		<input checked="" type="checkbox"/>
Vina Krote	LOCAL 532	212		<input checked="" type="checkbox"/>
Jolene Shuckfield	Local 98	212		<input checked="" type="checkbox"/>
Charmaine Cooper	Local 98	212		<input checked="" type="checkbox"/>
Herb Gunsch	Local 841	212		<input checked="" type="checkbox"/>
Don Gordon	B.M. Local #11	212		<input checked="" type="checkbox"/>

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DATE 2/13/93

SENATE COMMITTEE ON LABOR : Employment Relations

BILLS BEING HEARD TODAY: SB 212 - KEATING

Name	Representing	Bill No.	Check One	
			Support	Oppose
Hank Pruitt	Local 190	212		✓
Harold Nelson	Local # 190	212		✓
Mike Woods	Local # 190	212		✓
Dale Cookin	Local # 190	212		✓
Perry Byrd	Local # 190	212		✓
Don Ingram	Local # 190	212		✓
Jim Waldo	Teamsters # 190	212		✓
Cliff Byrd	Teamsters # 190	212		✓
Don Waldo	Local 90	212		✓
Harold Swank	Local 190	212		✓
Tom Schmitt	Local 1334	212		✓
Gary Vaughn	Teamsters # 190 Blythe	212		✓
Sue Erickson	Teamsters # 2	212		✓
Ted Petroff	Local 400	212		✓
Donna Brown	Local 400	212		✓
Rick Yurek	Local # 44 IBEW	217 270		✗

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DATE 2/13/93

SENATE COMMITTEE ON LABOR : Employment Relations

BILLS BEING HEARD TODAY: SB 212 - KEATING

Name	Representing	Bill No.	Check One Support Oppose
Daniel M. Mearns	IBEW L. 4-623	SB 212	X
Tommy C. Bergen	IBEW LU 532	SB 212	X
Rod Berger	IBEW	SB 212	X
Vicki Biggs	IBEW #206	SB 212	X
Beverly M. Chinn	IBEW #206	SB 212	X
Chad Mearns	IBEW L 4 623	SB 212	X
Larry M. Malyenac	A F S C M E 2033	SB 212	X
Kathy M. Malyenac	H. E. R. E 457	SB 212	X
Harvey LaRozue	LABORER'S # 1334	SB 212	X
Larry Tinkli	TEAMSTERS # 2	SB 212	X
Shirley LaRozue	Laborers # 1334	SB 212	X
John LaRozue	M F S E / A F T - A F L C T O	SB 212	X
Lina Ortiz-Ball	Laborers 1334 / Public Emp. # 912	SB 212	X
Sharon Hopkins	Crescent County M E A	SB 212	X
Kevin Miller	Carpenters Local # 1172	SB 212	X
Dan Clark	Carpenters Local 1172	SB 212	X

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SENATE COMMITTEE ON LABOR : Employment Relations

BILLS BEING HEARD TODAY: SB 212 - KEATING

Name	Representing	Bill No.	Check One	
			Support	Oppose

Dick Murphy	Papamutux local 885			X
Don Eustice	Cabovers Local 98			X
Don Eustice	I.B.E.W. L.U. 623			X
Mary Kinsey	1605 400 375			X
Bob F. Davis	100E 400			X
Albert Nistel	100E #400			X
Les Stone	Boiler maker #11			X
Don Gordon	" " "			✓
Bob Wink	Boiler Wk #82			X
Al J. Achts	Asbestos workers 82			X
Alfred Hellmann	Br 815 NALC			X
Chris Diet	BC+TWIU 466			X
Janis Crasmer	National Assoc. of Letter Carriers			X
Charles Swickart	National Assn. of Letter Carriers 212			X
Donald O'Connell	IBEW 532			X
Mitch Lemmey	Local #98	SB 212		X

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2/13/93

SENATE COMMITTEE ON

LABOR: Employment Relat

BILLS BEING HEARD TODAY:

SB 212 - Keating

Name

Representing

Bill
No.

Check One

Support Oppose

Benjamin Vaughan	Self	SB 212		X
Kenneth W. Bain	Local #28	SB 212		X
Remond H. Hone	Local #11	SB 212		X
James H. Hone	Self - Boilermaker #11	SB 212		X
Montgomery R. Cassidy	Self - Boilermaker Local #11	SB 212		X
Dave W. Baker	Self - LABORERS Local 98	SB 212		X
Bonnie Recktenwald	Self	SB 212		X
John M. Recktenwald	Local 557 Carpenter	SB 212		X
James Hone	From worker #841	SB 212		X
Bill Knutson	Local #254	SB 212		X
John D. Lisen	LIU - LIBBY	SB 212		
William Johnston	Self - LABORER 1334 LIBBY	SB 212		X
Patti Keebler	Lab. 254 / Fam. Union			X
Cathy Wilborn	LAB 254 / Fam Union			X
Milton Holes	Boilermakers #11	SB 212		X
LAURENCE BURBEN	LOCAL #44	SB 212		X

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SENATE COMMITTEE ON LABOR

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One	
			Support	Oppose
Ricardo H. Campat	LU 30 P. PEFITTERS	212		<input checked="" type="checkbox"/>
Louis A. MOFFET	Local # 30	SB 212		<input checked="" type="checkbox"/>
matt moffet	LOCAL # 30	212		<input checked="" type="checkbox"/>
Kim Moffet	LOCAL # 30	212		<input checked="" type="checkbox"/>
David Massey	LU 30	SB 212		<input checked="" type="checkbox"/>
Rae Nell Massey	Newman Teachers	212		<input checked="" type="checkbox"/>
MICHAEL F. HAMMOND	U.A. Local # 30 Billings	SB 212		<input checked="" type="checkbox"/>
Gary Herren	U A Local # 30 Bldgs	212		<input checked="" type="checkbox"/>
Steven P. Black	U A Local # 30 Bldgs	212		<input checked="" type="checkbox"/>
Michael L. Bale	U A Local # 30 Bldgs	212		<input checked="" type="checkbox"/>
Dennis Cretelli	U A Local # 30 Bldgs	212		<input checked="" type="checkbox"/>
Mark Beale	U A Local # 30 Bldgs.	212		<input checked="" type="checkbox"/>
Eleanor Fisher				<input checked="" type="checkbox"/>
Flicker-Senger Barbara	Local # 1035 MW			<input checked="" type="checkbox"/>
Michael Lange	U A LOCAL # 30 BLDGS	212		<input checked="" type="checkbox"/>
Vernon Watson	U A Local # 30 Billings	212		<input checked="" type="checkbox"/>

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SENATE COMMITTEE ON LABOR: Employment Relations

BILLS BEING HEARD TODAY: SB 212 - Keating

Name	Representing	Bill No.	Check One Support Oppose
KON SENTER	SHEET METAL W	SB212	<input checked="" type="checkbox"/>
Evertt Nuttle	Plumbing & Pipefitting LU #41	SB212	<input checked="" type="checkbox"/>
W. M. McConley	LU #41 Butte	"	<input checked="" type="checkbox"/>
Fred Nichols	L.U. #41 Butte	SB212	<input checked="" type="checkbox"/>
Robert D. Parker	L.U. #11	SB212	<input checked="" type="checkbox"/>
Mike Patterson	Local 400	SB212	<input checked="" type="checkbox"/>
Allen W. Pitlor	Local 768	SB212	<input checked="" type="checkbox"/>
Lyle R. Shuttlesworth	Local 768	SB212	<input checked="" type="checkbox"/>
Monte Gregg	Local 768 IBEW	SB212	<input checked="" type="checkbox"/>
L. L. Hummel Dec 11/92	Local 44 IBEW	SB212	<input checked="" type="checkbox"/>
Steve R. Melling	Local 44 IBEW	SB212	<input checked="" type="checkbox"/>
Chuck Hopkins	Local 44 IBEW	SB212	<input checked="" type="checkbox"/>
Shirley Hopkins	"	SB212	<input checked="" type="checkbox"/>
Rachel Hopkins	"	"	<input checked="" type="checkbox"/>
Corrie Hopkins	"	SB212	<input checked="" type="checkbox"/>
Ernest Kouske	Local 400	SB212	<input checked="" type="checkbox"/>

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