

GENERAL TEAMSTERS AND ALLIED WORKERS



Tom W. Krause
Secretary-Treasurer
Principal Executive Officer

10312 Remington Drive
Hagerstown, Maryland 21740
Phone: 301/739-7550
Fax: 301/739-7436

LOCAL 992

Affiliated With INTERNATIONAL BROTHERHOOD OF TEAMSTERS and JOINT COUNCIL 62

TESTIMONY IN OPPOSITION TO HB 163 Right to Work February 4, 2020

To: The Honorable Dereck Davis, Chair, and Members of the
House Economic Matters Committee

From: Tom W. Krause, Secretary-Treasurer

Mr. Chairman and Members of the Committee:

Bargaining collectively for wages, hours and safe working conditions is a basic American right, that Congress voted to protect when it passed the National Labor Relations Act, (NLRA). In passing the NLRA, Congress stated that protecting worker's rights to Unionize and bargain collectively safeguards and promotes the flow of commerce by removing obstructions caused by Industrial strife and unrest and by promoting employee freedom to collectively bargain the terms and conditions of their employment.

Union expenses are supported by dues paid by all bargaining unit employees. Those expenses are incurred while fighting for and guaranteeing the rights of those employees/Union members. Right to work would make dues deductions obsolete by allowing said dues to be paid on a voluntary basis.....in essence, allowing non-members the same level of representation, at NO COST, as that given to other members. **This is an unfair disparity, no matter how you look at it. I know of no other business where the government would ever consider forcing an organization to work, FOR FREE, for non-supporters.** Right to Work

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would restrict Union resources in correlation to representing its members. Right to Work would drive down everyone's wages, benefits, and overall living standards.

Right to Work legislation is set up to benefit business interests, and the upper one percent, at the expense of hard-working men and women and their families.

When the dust finally settles over this issue, the people who will have suffered will be the diminishing working middle class.

The disparity between the upper class and the middle class continues to grow day by day in this country. There are studies that show right to work laws drive down wages, benefits, and overall living standards for everyone. Research has also shown that right-to-work laws do not create jobs or improve a state's business climate.

Right-to-work legislation goes far beyond the workplace. States with right-to-work laws have lower wages and lower median household incomes. States with right-to-work laws have higher rates of poverty and infant mortality, (invest less in education) and have higher rates of workplace mortality. **(Bureau of Labor Statistics, the US Census Bureau, and the H. J. Kaiser Family Foundation)**

Right to Work > equals No Rights at Work.
Right to Work > drives down wages for everyone.
Right to Work > hurts workers' ability to bargain for higher wages.
Right to Work > makes workplaces more dangerous.
Right to Work > takes away health care and retirement.
Right to Work > makes outsourcing of jobs easier.
Right to Work > will **NOT** make Maryland more competitive.
Right to Work > will **NOT** attract more jobs to Maryland.
Right to Work > simply has no place in the state of Maryland.

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Again, right to work laws drive down wages for all workers including non-union members, women, and people of color. Workers in right to work states are less likely to have health insurance. Communities lose jobs when wages are lowered by right to work. Right to work does not improve the employment rate. Right to work's true purpose is to hurt the ability of Unions to advocate on behalf of all workers. Unions are the last organization to serve as a check on corporate greed.

To quote Martin Luther King, "In our glorious fight for civil rights, we must guard against being fooled by false slogans such as 'right to work'. It is a law formulated to rob us of our civil rights and job rights."

The war on workers must stop. I strongly urge the members of the House Economic Matters Committee to resist the distractions of such laws and stand in support of Maryland workers.