

James Spencer,

UA Plumbers Local Union #5,

Camp Springs, Maryland

I oppose HB 163. I oppose HB 163 because I oppose a prohibition on free agreements between employers and labor unions or labor organizations.

Maryland businesses should have the right to contract with labor organizations and freely negotiate agreements that contain common sense safety measures, decent wages and self-funded medical plans, retirement plans and apprentice and journeyman training plans.

Right to Work will have a chilling effect on good Maryland businesses' capacity to attract and retain skilled employees and Maryland worker's ability to acquire property, happiness and safety; it will prevent the general melioration of the condition of the People; so-called Right to Work is indirect conflict with Article 43 of the Maryland Declaration of Rights.

United Association Plumbers and Gasfitter Local Union #5 represents 2000 members and we are signatory with 60 plus plumbing and mechanical contractors operating in and around Maryland. We provide skilled trades people; our employers treat our members with respect and fair compensation.

When a mechanical contractor is awarded work in our area, they can simply contact us, ask for an Assent Package, including a Collective Bargaining Agreement, and tell us when the contract schedule will require qualified trades people to be on site. Then, we go to work, finding local members available to work on that project. They accept employment, with its previously negotiated terms and conditions, because they know they will work safely, productively and be fairly compensated by a legitimate signatory employer.

So, tell me again, how can anyone propose that legitimate businesses can't constitutionally contract with professional labor organizations? Is this General Assembly interested in promoting productivity, safety, peace, harmony, and cohesiveness in the workplace; or is it interested in promoting rancor and acrimony? I think it's best to keep Maryland at the forefront in workplace safety, in employee compensation and representation and in good business practice! Please oppose HB 163.

Sincerely,

James Spencer, Business Agent - UA Local Union #5, Plumbers & Gasfitters

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