

## Talking Points Against HB 1575: Giving more power to Unions

### What this bill would do:

1. HB 1575 would give unions the sole power to decide whether union dues are deducted from a worker's paycheck
  - a. They would do this by requiring that public employers "rely on information provided by the exclusive bargaining representative [of the union] regarding the authorization and revocation of [union] deductions."
  - b. This means government employers would not be allowed to respond to an employee's request to quit paying dues. Such directives could only come from the union.
2. Government employers automatically deduct union dues from workers' paychecks and pass those dues dollars to their government union.
  - a. This method uses taxpayer-funded public resources to benefit a private organization and should be discontinued, and unions themselves should collect their union dues from workers. This bill leaves this unchanged.

### The Janus ruling of 2018

1. This bill goes against the spirit of the recent "Janus" ruling
  - a. The Janus ruling ended forced unionization for public sector employees.
    - i. Labor-friendly lawmakers in the legislature are doing their best to stop the financial bleeding of the unions that helped elect them.

### Failed Amendments

1. **Amendment 597:** Remove the provision of the bill that allows government unions to use a worker's "recorded voice" as a method to authorize union dues deductions.
  - a. Allowing unions to record a simple "yes" during a call with a worker as authorization to deduct union dues from their paycheck could result in workers being misled, agreeing to things they may not understand, and could result in fraud.
    - i. Union authorization forms are complicated documents. A worker's agreement represents a significant forfeiture of his free speech rights. It commits him to paying the union while severely limiting their ability to stop those payments.
      1. A private sector business soliciting such commitments over the telephone would likely be prosecuted by the state Attorney General.
        - a. This bill would allow public-sector unions to do this.
    - ii. Senator Saldaña explained that a phone conversation provides a private, safe space where workers can ask the questions they may not otherwise feel comfortable asking.
      1. However, Saldana was against amendment 545 (below)
2. **Amendment 545:** Requiring secret ballot elections for union certifications.
  - a. Unamended, HB 1575 would eliminate secret ballot elections to decide union representation and force those workers to publicly support, or oppose, the union.
  - b. Allowing secret ballot elections for union certification would shield workers from pressure and intimidation and give them the privacy to make a decision uninfluenced by public scrutiny.
    - i. Senator Saldaña unilaterally dismissed Senator Wagoner's concerns that workers might feel pressured or intimidated by being forced to publicly declare their position on unionization.