

Agency Shop-

- 1) This proposal would, for the 1st time, require Pa's state agencies and school boards to deduct an amount equal to union dues from salaries of all employees, both union & non-union.
2. When an employee is required to join a union or pay compulsory dues, there exists a clear deprivation of his fundamental liberty to choose the organization which he or she wishes to associate with. Without the inherent right to associate, there is no true freedom of association or assembly.

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- 3) in a practical level, compulsory unionism encourages government union corruption. When an organization no longer needs to provide its members with a meaningful voice + useful services in order to attract their financial support, the organization may have little, if any, interest in doing so.
- 4) current version is permanent, mandatory + automatic

Yes, union bosses are ³ again trying to push for mandatory "agency-fee" legislation - I have and intend to continue to reject any legislation that would require Commonwealth employees to pay forced dues to public sector union officials - Last session House & Senate narrowly passed an agency fee bill - which would have forced all state employees - teachers Secretaries, police, etc to pay union fees without consent - Gov. Thorn vetoed the measure - Gov Casey was heavily backed by unions & they want a political pay-off

Pa. School Boards - oppose - agency shop.

At the onset - it should be noted in deliberations leading to enactment of Public Employee Relations Law (Act 195 - right to strike - the same unions now seeking agency shop actually had insisted on right to represent all employees in a bargaining unit - including those who do not become union members. This legislation stands in stark contrast to that original position

For public schools, perhaps the greatest issue is the bill's effect of removing tenure protection

For those who refuse to pay the "fair-share" fee - in states with agency shop laws highly rated tenured teachers have been fired for not paying the required funds. In essence the school boards are placed in the position of being the ultimate enforcer of the agency shop mandate.

PSBA - believes agency shop represents poor public policy, effectively creating a new form of patronage in which support of unions would become a condition of public employment. It is inappropriate for public schools where existing

certification requirements and employment protection would be eclipsed by mandate that employees contribute to unions.

Local Government Conference Expresses Full

Although this proposal affects state - school employees, and not those who work for municipalities, it is believed that could be viewed as a precedent for extending agency shops to all public agencies.

... that it is a totally [#] unfair "solution" to
the continuing complaint by union officials
that it's a burden to represent non-union.
Ind. workers not "free riders" - but captive passengers

... that it's a ~~clearly~~ misnamed title for
forced unionism -

The Truth About Agency Shop is ...

... that union officials are desperate for it because they are losing members and Agency Shop means millions of dollars to them. — \$6 Million yearly translates into real economic + political power

1980 — 25.7% — non-union

1987 — 35.1% — " "

..... There is no public mandate for agency shop respected. Opinion Research Corporation survey

Question — Do you favor an appeal requiring public employees to support a union in order to work for govt.

| | | |
|-------|--------|------------|
| favor | oppose | no opinion |
| 26% | 67% | 7% |

most heat