

Committee Mobilizes Against NLRB Power Grab

Obama Bureaucrat Eager to Tell Businesses Where They May Expand

Lafe Solomon, the man President Obama has selected to be the top lawyer for the National Labor Relations Board (NLRB), outraged millions of Americans across all regions of the country in April by asserting his agency has the prerogative, in many instances, to tell businesses where they may or may not expand.

For decades, the NLRB has called the shots with regard to implementation of the National Labor Relations Act, the nation's principal federal labor law. The NLRA covers over 90% of private-sector businesses and front-line employees. The NLRB is thus, no doubt, powerful.

Nevertheless, the claim of power by NLRB Acting General Counsel Solomon in his April 20 complaint filed to block Boeing from initiating a new aircraft production line in Right to Work South Carolina is remarkable.

As economist Arthur Laffer and senior Wall Street *Journal* editorial page economics writer Stephen Moore noted in a pungent op-ed appearing in the *Journal* May 13, this is "the first time a federal agency has intervened to tell an American company where it can and cannot operate a [new] plant within the U.S."

Well-informed apologists for compulsory unionism like New York *Times* labor reporter Steven Greenhouse and former Clinton-appointed NLRB Chairman William Gould don't dispute that the Boeing complaint is, to quote Mr. Greenhouse, "highly unusual."

Acting General Counsel: Sensible Business Decision Equals 'Anti-Union Animus'

The controversial complaint by Mr. Solomon, whose nomination has yet to



CREDIT: THE BOEING COMPANY

If the Obama-selected top lawyer for the National Labor Relations Board gets his way, Boeing will have no real choice but

to abandon a brand-new \$2 billion plant and 1000 good jobs in Right to Work South Carolina.

be confirmed by the U.S. Senate, stems from Boeing's 2009 business decision to address at last its chronic problem of strikes instigated by top bosses of the International Association of Machinists (IAM/AFL-CIO) union.

Since 1975, IAM union chiefs have ordered employees at Boeing's Washington State and Oregon facilities out on strike five times. The most recent strike, in 2008, lasted 58 days and cost the company \$1.8 billion.

In a highly competitive, globalized industry like aircraft production, such

costly labor stoppages put Boeing jobs at risk. The potential harm to workers is far greater than any economic gain they could reap from a strike.

Nearly two years ago, having failed in their latest attempt to secure a no-strike deal with the union, Boeing finally decided to build a new, \$2 billion 787 Dreamliner plant in North Charleston, S.C.

Boeing executives knew at the time they made the call that a majority of their current South Carolina employees

See **Right to Work** page 2

Right to Work States Under Attack

Continued from page 1

had opted against union monopoly bargaining. The new plant's availability for production during a strike would mitigate the company's revenue losses.

If Boeing is allowed to proceed with this plan in peace, its employees, union and nonunion alike, will surely benefit from an investment that is creating, directly and indirectly, thousands of jobs at a time America needs them.

Nothing doing, says Mr. Solomon. His complaint insists that Boeing's eminently sensible move to expand production in a Right to Work state so as to cut the cost to customers, employees and shareholders of disruptive IAM strikes was driven by "anti-union animus" and illegal.

Complaint Lays the Foundation Of a 'Union Berlin Wall'

As Mr. Gould explained to a reporter for *Slate* magazine, Mr. Solomon is, deliberately or not, rewriting the NLRA to intensify greatly its pro-forced unionism bias:

"The general counsel is trying to equate an employer's concern with strikes that disrupt production and make it difficult to make deadlines -- he's trying to equate that with hostility toward trade unionism. I don't think that makes sense."

And the potential impact of the NLRB move against Boeing is very far-reaching. As the title of the Laffer-Moore op-ed suggests, Mr. Solomon is laying the foundation of a "union Berlin Wall."

"If the acting general counsel's stance prevails, then any business owner who acts on the desire to extricate himself or herself from profit- and wage-consuming Big Labor class warfare may be guilty of committing an 'unfair labor practice,'" said National Right to Work Committee President Mark Mix.

"Any state or locality with a comparative advantage in labor relations in any industry is a direct target for Lafe Solomon. But, in practice, the 22 states with Right to Work laws barring forced union dues

and fees will be the main targets, because that's where the job growth is."

Right to Work Leaders Pursuing Both Legislative And Legal Strategies

This month, an NLRB administrative law judge is scheduled to consider Mr. Solomon's request that Boeing's South Carolina production of 787 Dreamliners be blocked before it begins, unless the company first meets his extraordinarily costly and economically absurd demands.

To stop the acting general counsel in his tracks, Mr. Mix and other Right to Work leaders have adopted a multi-pronged strategy.

On Capitol Hill in Washington, D.C., National Right to Work attorneys helped craft legislation, known as the Job Protection Act (S.964/H.R.1976), which would explicitly prohibit NLRB bureaucrats from ordering an employer to relocate jobs from one site to another.

Introduced just last month, the Job Protection Act already has 36 Senate sponsors.

This legislation would also free employers and employees to communicate freely and honestly with one another regarding the costs associated with unionization without fear that their discussion will lead to the company's being charged with "anti-union discrimination."

Over the next few months, the Committee plans to implement a major lobbying effort to secure House and Senate passage of the Job Protection Act.

Meanwhile, Right to Work attorneys are also seeking to intervene in the NLRB case against Boeing on behalf of roughly 1000 employees at the company's new Dreamliner plant in North Charleston, which is scheduled to begin production this summer.

Finally, the Committee and its 2.6 million members will continue lobbying efforts, launched long before Mr. Solomon's action against Boeing, to cut off all taxpayer funding for the NLRB.

"The Boeing case is just one more high-profile example of why federal labor-law cases should be processed through the court system, and not be directed first to a politically appointed ideologue like Lafe Solomon. The rogue NLRB should be defunded before it does any more damage," Mr. Mix concluded. 🇺🇸



CREDIT: POOL/GETTY IMAGES NORTH AMERICA

Desperate to please AFL-CIO czar Richard Trumka and other union bosses, the Obama Administration is now poised

to put up a "union Berlin wall" to deter business investment in Right to Work states.

Right to Work Good For Pay and Benefits

Private-Sector Compensation Growth Lags in Forced-Unionism States

Even union bosses and their apologists sometimes grudgingly admit that long-term private-sector job growth in states that currently have Right to Work laws on the books far outpaces job growth in states that lack such pro-employee statutes.

This fact is indeed hard to deny. From 1990 to 2010, according to the U.S. Labor Department, private-sector payrolls in Right to Work states soared by 32.0% -- an increase triple that of forced-union-dues states combined.

Over the past decade alone, nationwide private-sector employment fell by 3.3% due to the impact of the severe 2008-2009 recession. But Right to Work states experienced an overall private-sector job increase, while forced-unionism states suffered a 5.5% aggregate job loss.

Big Labor tries to downplay the significance of Right to Work states' large, persistent employment-growth advantage by suggesting that the jobs created outside of forced unionism's dominion are "the wrong kind."

Unfortunately for union propagandists, however, U.S. Commerce Department data show that Right to Work states also enjoy a large, persistent advantage over forced-unionism states with regard

to growth of private-sector employee compensation (including wages, salaries, bonuses and benefits).

Real Compensation Grew Nine Times as Much Over Past Decade In Right to Work States

The 22 state Right to Work laws now on the books prohibit forcing private- and public-sector employees to join or pay dues or so-called "agency" fees to an unwanted union as a condition of employment.

From 2000 to 2010, the inflation-adjusted outlays of private-sector businesses for employee compensation increased by an average of 11.8% in Right to Work states.

That increase is nine times as great as forced-unionism states' combined 1.3% rise over the same period.

Twenty of the 22 Right to Work states experienced a real compensation increase greater than the national average of 4.9%. And 14 of the 15 states with the lowest real compensation growth lack a Right to Work law.

"The forced-union-dues system fomented hate-the-boss class warfare in many workplaces. It helps Big Labor

impose and perpetuate counterproductive and costly work rules," noted National Right to Work Committee Vice President Greg Mourad.

"And union bosses funnel a large share of the forced dues and fees they collect through this system into the campaigns of Tax & Spend, regulation-happy state and local politicians.

"It's thus only logical that the forced-unionism system would leave businesses with less money to create jobs or raise pay and benefits for current employees. And U.S. Labor and Commerce Department data indicate that's exactly what happens."

National Right to Work Law Would Widen Success


Mr. Mourad continued: "State Right to Work laws' core function is safeguarding the individual employee's freedom of choice.

"And to protect the freedom of millions of employees who are still subject to forced unionism and to widen the economic success now being experienced by Right to Work states, America needs a national Right to Work law."

This spring, U.S. Sens. Jim DeMint (R-S.C.) and Rand Paul (R-Ky.), heeding the requests of Committee members in their respective states and across the country, introduced S.504, which would repeal all federal labor law provisions that authorize compulsory dues and fee payments as a condition of employment.

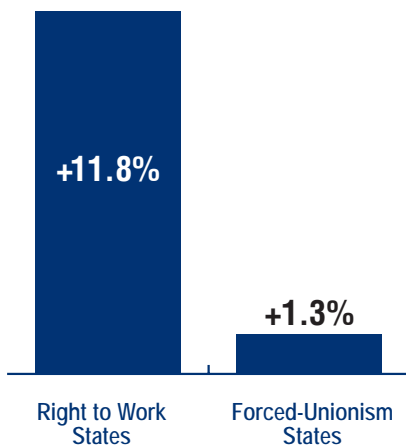
S.504, also known as the National Right to Work Act, now has 13 Senate sponsors. Last month, companion legislation was introduced in the U.S. House as H.R.2040.

"S.504/H.R.2040 would accelerate job creation and wage and salary growth in all 50 states. Businesses in current Right to Work states would share the benefits as their out-of-state suppliers and customers were freed from the burden of compulsory unionism," explained Mr. Mourad.

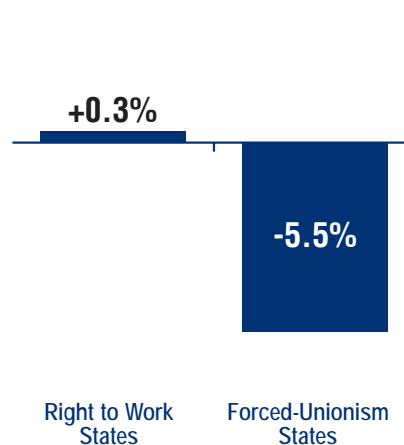
"I strongly encourage Right to Work supporters to contact their U.S. senators and congressmen at 202-224-3121 or 202-225-3121, and ask them to cosponsor this legislation if they have not already done so." 

Private-Sector Compensation and Jobs

Real Compensation 2000-2010



Employment 2000-2010



Sources: U.S. Commerce Department, U.S. Labor Department

By prohibiting compulsory union dues, state Right to Work laws spur the growth of private-sector employee

compensation in the form of wages, salaries, benefits and bonuses, as well as employment growth.

Union Bosses Out For Revenge in Wisconsin

Pro-Right to Work Legislators Targeted in July 'Recall' Elections

For at least a decade leading up to the election of Right to Work advocate Scott Walker (R) as governor, Wisconsin, like many other forced-unionism states, was on an unsustainable fiscal path.

From 2000 through 2010, total taxpayer costs for compensation of Wisconsin state and local government employees grew by an inflation-adjusted 9.2%, to a total of \$19.83 billion last year.

By 2010, state and local government compensation swallowed up the equivalent of nearly 17% of all private-sector wages, salaries, bonuses and benefits in Wisconsin.

And over the past decade Badger State government employee compensation grew *more than two-and-a-half times as fast* as private-sector employee compensation, in percentage terms.

Upon Taking Office, Governor Properly Focused His Energy On Forced-Dues Repeal Measure

This happened even as the markets for several key public employee services were shrinking. From 1999 to 2009, for example, U.S. Census Bureau data show the number of K-12 school-aged Wisconsinites (that is, 5-17 year-olds) declined by 6.9%.

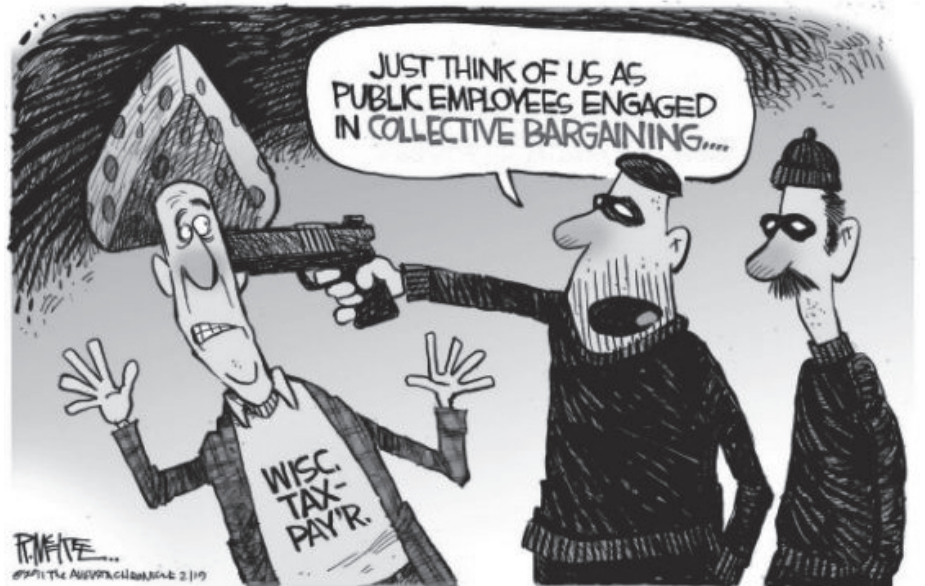
As a gubernatorial candidate last year, Scott Walker vowed to help steer Wisconsin onto another path, along which private-sector wages, salaries, and benefits would grow more rapidly while the size of government payrolls was kept in check.

Voters responded positively, electing Mr. Walker by a 52% to 46% margin over union-label Democrat Tom Barrett.

Soon after he became governor, Mr. Walker heeded Right to Work advocates and made repeal of Wisconsin's 1971 labor-law amendment authorizing the extraction of forced union dues from public servants as a job condition a major part of his budget reform package (S.B.11).

Public-Sector Right to Work Fosters Private-Sector Income Growth

"Union bigwigs scoffed at the idea that restoring public servants' freedom to refuse to join or pay dues to a union would help revive Wisconsin's private



The implementation and retention of its new state public-sector Right to Work law are critical for Wisconsin's efforts to

furnish relief for taxpaying individuals and businesses and reinvigorate private-sector income growth.

sector," recalled National Right to Work Committee Vice President Matthew Leen.

"But Mr. Walker and the Wisconsin state senators and assemblymen who ultimately succeeded in sending S.B.11 to his desk for his signature in March, despite ferocious Big Labor opposition, had their priorities right.

"Though at first blush the connection may not seem obvious, the fact is, protecting the Right to Work of public-sector employees *does* foster private-sector economic growth.

"Over the past decade, in the 28 states that either have Right to Work laws banning all forced union dues, or at least have no statute explicitly authorizing public-sector forced unionism, real private-sector compensation grew by a healthy 10.1%.

"That's nearly triple Wisconsin's private-sector compensation growth, and 10 times the average for the 22 states with public-sector forced-unionism statutes."

Mr. Leen explained: "Wherever government union chiefs wield forced-dues powers, a huge portion of the loot they rake in goes into efforts to elect and reelect state and local, as well as federal, Big Labor politicians. Such politicians have a broad agenda that greatly impedes private-sector job and income growth.

"The new Wisconsin public-sector Right to Work law, although it

unfortunately excludes public-safety employees, is a step forward for private-sector growth and a major step forward for public employees' free choice."

Important Right to Work Victory Now in Jeopardy

"Unfortunately, Big Labor-backed litigation has so far prevented the Right to Work law from taking effect, and union strategists are already plotting to repeal it," Mr. Leen noted.

As part of its campaign to wipe S.B.11 off the books permanently, Big Labor several months ago launched petition campaigns for "recall elections" this year of eight state Senate supporters of this legislation.

Elections in which pro-forced unionism candidates will be challenging six of the pro-Right to Work senators are now scheduled for July 12. Three union-label Democrat senators who opposed S.B.11 and temporarily fled the state to stop supporters from achieving a quorum may also face "recall" votes in the near future.

Mr. Leen vowed that the National Committee would go all out to help freedom-loving Wisconsinites protect S.B.11 and, especially, mobilize pro-Right to Work citizens in the Senate districts targeted for "recall" votes. 📌

CREDIT: RICK MCKEE/AUGUSTA (GA.) CHRONICLE

Michigan Renounces Day-Care Forced Unionism

But Union Dons May Get to Keep \$4.5 Million Wrung From Providers

Five years ago, bosses of two AFL-CIO unions, the United Auto Workers (UAW) and the American Federation of State, County and Municipal Employees (AFSCME), teamed up to acquire forced-unionism control over home-based day-care providers in Michigan.

The UAW/AFSCME joint-venture union, known as "Child Care Providers Together Michigan" (CCPTM), was set up with the express aim of unionizing "all home-based child [day] care providers in Michigan."

Then-Gov. Jennifer Granholm, a Big Labor Democrat, was ready from the beginning to pull as many strings as necessary for the CCPTM union. In July 2006, Granholm-appointed bureaucrats helped establish a shell corporation known as the "Michigan Home Based Child Care Council" (MHBCC).

The sole genuine purpose of this venture was to act as the entity against which the CCPTM union was supposedly organizing.

Many of the 40,500 day-care providers targeted by CCPTM organizers report that they never even heard of this outfit until after it had prevailed in a low-turnout "mail ballot" election.

In 2008, forced union fees began being siphoned out of the reimbursement checks day-care providers receive from the government for serving needy families who are unable to pay their own way.

With Right to Work Attorneys' Help, Michigan Home Day-Care Providers Fought Back

In Michigan as in other states, home day-care providers negotiate pay with parents and set their own hours and working conditions. Even assuming they had wanted to, CCPTM union bosses had no legal power to do anything that might even theoretically justify their forced-fee extractions.

Carrie Schlaud, a wife and mother of four who runs a "play based" preschool out of her family's home in North Branch, Mich., was one of many day-care providers who were outraged by the shakedown.

As Ms. Schlaud pointed out last year, clients and taxpayers as well as providers were victims of the collusion



CREDIT: FOX NEWS

Last year, Carrie Schlaud appeared on a Fox News broadcast along with Committee President Mark Mix to

discuss her and other Michigan home day-care providers' efforts to defend their Right to Work.

between UAW and AFSCME union bosses and Michigan politicians:

"I'm frustrated with the fact that I was forced to join the union -- I feel that's wrong. This is money that should be earmarked for low-income families but is now going to union officials as part of a political payback."

With free legal assistance from the National Right to Work Foundation, the National Right to Work Committee's sister organization, Ms. Schlaud and four other providers filed a class-action suit against Gov. Granholm and her union collaborators a year and a half ago.

Ms. Schlaud and her coplaintiffs charged that the child-care forced-unionism scheme violated their federal constitutional rights to free speech, freedom of association, and freedom to petition the government for redress of grievances.

In the summer of 2010, the home child-care providers won two preliminary procedural victories in federal court.

Settlement Guarantees Providers Will Never Again Be Forced Into Union Ranks

Finally, last month, the administration of GOP Gov. Rick Snyder, who replaced Ms. Granholm in January, decided to abandon completely the pretense that the state of Michigan has the legal power to designate home-

care providers as state employees and force them to pay union fees.

"It is good news that the state of Michigan, in order to reach a settlement with the Right to Work plaintiffs, has now guaranteed Michigan home-care providers will never be corralled into a union again," commented Committee President Mark Mix.

"It's also good news that, earlier this year, the Michigan Legislature heeded the pleas of pro-Right to Work citizens by defunding the MHBCCC, the bureaucracy Jennifer Granholm had set up for the purpose of extracting forced union fees from people like Carrie Schlaud.

"But unfortunately, for now at least, UAW and AFSCME union bosses are still holding on to roughly \$4.5 million in forced fees that they were able to grab from providers while the MHBCCC was still in business.

"The state of Michigan has now dropped all efforts to defend the constitutionality of the scheme through which union kingpins were able to collect these forced fees. Right to Work supporters will not rest until they are required to give the money back."

The plaintiffs and their Right to Work attorneys are continuing to pursue their class-action lawsuit against the CCPTM union hierarchy in order to reclaim all the forced fees collected from child-care providers. 📌

Right to Work Bill Introduced in U.S. House

Would Bar Firing Employees For Refusal to Bankroll Unwanted Union

With their hopes buoyed by the passage earlier this year of two new state laws barring the extraction of forced union dues from public servants in Wisconsin and Ohio, pro-Right to Work Americans are now preparing to take the offensive in the U.S. Congress.

"National Right to Work Committee members and their grass-roots allies in the Badger and Buckeye States stunned Big Labor in March when they successfully lobbied for legislation removing government union bosses' forced-dues privileges," recalled Committee Vice President Mary King.

"Now it's time for Committee members and supporters nationwide to show we can lobby just as effectively in support of legislation that would repeal federally-imposed forced union dues and fees."

S.504 and H.R.2040 Would Repeal Federally-Imposed Forced Union Dues

Ms. King continued: "When it comes to private-sector forced unionism, Congress is the culprit.

"Congress rubber-stamped the provisions in the 1935 National Labor Relations Act [NLRA] and the 1951 Railway Labor Act [RLA] amendments under which an estimated 6.3 million private-sector employees must now pay dues or fees to their Big Labor monopoly-bargaining agent, or face termination from their jobs.

"Therefore, Congress has the primary responsibility to remedy the injustice it spawned."



CREDIT: CONGRESSMAN KING'S OFFICE

Rep. Steve King is lead sponsor of H.R.2040, the House version of the National Right to Work Act.

On May 26, legislation repealing the NLRA and RLA provisions that authorize compulsory union dues and fee payments as a condition of employment was introduced in the U.S. House as H.R.2040 by pro-Right to Work Congressman Steve King (R-Iowa).

The Senate version of this national Right to Work measure was introduced several weeks earlier as S.504 by staunch forced-unionism foes Jim DeMint (R-S.C.) and Rand Paul (R-Ky.)

The two measures have a total of 19 congressional sponsors as this Newsletter edition goes to press.

"The principle behind S.504 and H.R.2040 is that Congress should not authorize a labor union or any other

private organization to compel financial support from people who don't want to be members," explained Ms. King.

"The fact is, conscientious and talented employees are all too often harmed when they are forced, by government policy, to accept an unwanted union as their 'exclusive' bargaining agent on matters concerning their pay, benefits and working conditions.

"Harvard economist Richard Freeman, arguably the leading academic apologist for forced unionism in the U.S., has actually paid tribute to union bosses' remarkable success in 'removing performance judgments as a factor in determining individual workers' pay.'

"And when unionized employees who would surely get paid *more* if their employer could take their personal performance into account are forced to pay dues or fees to the very union bosses who prevent their employer from doing so -- that's like pouring salt in a wound.

"Right to Work is the right thing to do, period. And it's also sound economics.

"Years of official federal data show forced-unionism policies hinder private-sector job and income growth."

(For more information, see page three of this month's Newsletter.)

Votes Would Draw Bright Lines Between Right to Work Allies and Big Labor Stooges

In the months ahead, Ms. King and other Right to Work leaders will deploy the Committee's mail, e-mail and telecommunications operations to mobilize its 2.6 million members in support of recorded Senate and House votes on S.504 and H.R.2040.

"Recorded votes will advance the Right to Work cause even if Big Labor rounds up enough pro-forced unionism and union boss-appeasing politicians to prevent the legislation from passing in either chamber of Congress," Ms. King explained.

"That's because recorded votes will make it clear exactly which politicians support employees' personal freedom of choice, and which are Big Labor stooges. And poll after poll shows nearly 80% of Americans who regularly vote in federal elections support Right to Work." 📣

NATIONAL RIGHT TO WORK NEWSLETTER

www.nrtwc.org

June 2011

Written and Distributed by:

National Right to Work Committee®

8001 Braddock Road

Springfield, Va. 22160

E-mail: Members@NRTW.org

Stanley Greer Newsletter Editor

Greg Mourad Vice President

Mary King Vice President

Matthew Leen Vice President

Stephen Goodrick Vice President

Mark Mix President

Editorial comments only: stg@nrtwc.org

Contact the Membership Department by phoning 1-800-325-RTWC (7892) or (703) 321-9820, or faxing (703) 321-7143, if you wish to:

- Report address changes or corrections
- Receive the NEWSLETTER or request, renew, or cancel Committee membership
- Obtain more information

Because of NRTWC's tax-exempt status under IRC Sec. 501 (C) (4) and its state and federal legislative activities, contributions are not tax deductible as charitable contributions (IRC § 170) or as business deductions (IRC § 162(e)(1)).

© 2011 by the National Right to Work Committee®. Permission to reprint individual articles granted. Credit requested.

Volunteer State Nixes Monopoly

Continued from page 8

Under the Professional Educators Collaborative Conferencing Act of 2011, approved by the Tennessee Legislature and signed into law by Gov. Bill Haslam (R) June 1, many school boards will meet regularly with designated teacher representatives and discuss working conditions.

For the First Time in Decades, Nonunion Teachers Will Have a Voice

But in stark contrast to the current practices in the vast majority of Volunteer State school districts, no Tennessee Education Association (TEA/NEA) or other teacher union boss will in the future have a legally protected monopoly over all "employee" input in those discussions.

Instead, any educator organization, including nonunion groups opposed in principle to monopoly bargaining and forced unionism of all kinds, that receives the support of at least 15% of a school district's instructional employees will send representatives to the discussions.

The newly enacted law also prohibits teacher union bosses (or anyone else) from using schools' taxpayer-funded payroll-deduction systems to fund electioneering activities.

Once the Collaborative Conferencing Act takes effect, teachers who choose not to join any union will, for the first time in decades, have a voice in discussions with school districts throughout Tennessee regarding salaries, benefits, working conditions and grievances.

Mr. Mix said a large share of the credit for this very positive development is due to the roughly 46,000 National Committee members and supporters in Tennessee.

National Committee Members and Allies in Tennessee Opposed Phony 'Compromise' Schemes

"While Tennessee's Capitol in Nashville is now dominated by Republicans who owe little or nothing to Big Labor, many GOP legislators, especially in the House, prefer to appease rather than confront the teacher union hierarchy," Mr. Mix explained.

"Consequently, after a Tennessee Senate panel approved legislation

[S.B.113] repealing union monopoly bargaining in public education this year, House Republican leaders publicly complained this measure was too 'radical.'

"Republican politicians in the state House wanted instead to pass legislation merely limiting, somewhat, the scope of teacher union officials' monopoly-bargaining privileges.

"The fact is, this would have accomplished relatively little, but not lessened the furious reaction of the teacher union hierarchy by even one whit.

"Mobilized by the National Committee, pro-Right to Work Tennesseans deluged their legislators with postcards, e-mails, and phone calls every time they heard news of a possible GOP sellout on monopoly bargaining in public education.

"Thanks to the grass-roots activism, House Republicans and Gov. Haslam ultimately went along with Senate Republicans on the core issue of education reform.

"In the future, teacher union bosses will no longer be able to cajole Tennessee school systems into granting them legal monopoly privileges, or have the legal power to force school officials to recognize them as educators' 'exclusive' bargaining agents."

But Mr. Mix cautioned that Right to Work supporters will need to monitor

closely implementation of the new law once current monopolistic school contracts expire.

'Collaborative Conferencing' May Not Be an Ideal Solution

"Instead of eliminating monopoly bargaining simply by empowering individual teachers to negotiate with school officials on their own behalf, 'collaborative conferencing' continues to favor groups over individuals," he said.

"The new Tennessee system is far preferable to what it replaces, because teachers who dissent from Big Labor ideology and policies will have the legal prerogative to select their own representative for discussions over working conditions.

"However, there is a danger that teacher union chiefs will successfully wield their political clout to intimidate school boards into circumventing the law and effectively shutting out nonunion educator groups from the 'collaborative conferences.'

"In the coming years, National Right to Work will take every appropriate step to ensure that, under the Collaborative Conferencing Act, nonunion Tennessee educator groups truly have equal access to air their concerns with school officials, as the language of the law promises." 📌



CREDIT: CHATTANOOGA (TENN.) TIMES FREE PRESS

Intense and persistent lobbying by the National Right to Work Committee's Tennessee members and supporters

helped convince GOP legislators and Gov. Bill Haslam (R) to prohibit union monopoly bargaining in public schools.

Teachers Aren't 'Interchangeable' in Tennessee

Volunteer State Teacher Union Bosses Losing Monopoly Privileges

This year, Right to Work proponents have scored a series of remarkable, though still mostly very tenuous, state victories over government union kingpins.

In March, Wisconsin and Ohio became the first states ever to revoke government union bosses' privilege to get workers fired for refusal to pay dues or fees to an unwanted union after previously passing a law authorizing compulsory unionism.

The following month, Right to Work Oklahoma passed legislation denying government union bosses the legal power to force municipal officials to recognize them as public employees' "exclusive" bargaining agents.

And now Right to Work Tennessee has achieved another milestone by effectively repealing the mislabeled "Education Professional Negotiations" Act, which authorized and promoted union monopoly-bargaining control over teachers and other K-12 public school instructional employees.

Union lobbyists rammed public school monopoly bargaining through the Tennessee Legislature in 1978. Big Labor puppet Gov. Ray Blanton (D) then eagerly signed the measure.

As a consequence of the Blanton law, educators in 92 Tennessee school systems, roughly two-thirds of all the districts in the state, are currently forced to accept union monopoly bargaining in order to keep their jobs.

The monopoly-bargaining system, now statutorily imposed on some or all state and local government employees in 36 states, hands union officials "exclusive" power to bargain over wages, benefits, and working conditions.

'We're Putting the Entire Education System at Risk'

Even public employees who choose not to join a union must work under contract terms negotiated by union bosses, or quit their jobs. Independent-minded employees are stripped of any freedom to negotiate with employers on their own behalf.

Of course, in Tennessee and other Right to Work states with public-school monopoly bargaining, educators are at least protected from being forced to pay tribute for Big Labor "representation" they never asked for. But that only limits the damage somewhat.

Even more than other public institutions, K-12 schools are corrupted by union monopoly control over employees. Arne Duncan, secretary of education for pro-forced unionism President Barack Obama, admitted as much in a speech delivered, of all places, at the National Education Association (NEA) teacher union's 2009 convention in San Diego, Calif.

While he carefully avoided condemning monopolistic teacher unionism per se, Mr. Duncan

bemoaned the fact that contracts blessed by union officials wielding monopoly-bargaining privileges have "produced an industrial, factory model of education that treats all teachers like interchangeable widgets."

Mr. Duncan cited, for example, contract rules that base teachers' pay entirely on how many years they've been on the job and how many years of higher education they have under their belts, regardless of what subject they studied or how well they learned it.

"School systems pay teachers billions of dollars each year for earning credentials that do very little to improve the quality of teaching," Mr. Duncan charged.

"At the same time, many schools give nothing at all to the teachers who go the extra mile and make all the difference in students' lives." At another point in the speech, he warned: "[W]e are not only putting kids at risk, we're putting the entire education system at risk."

Asking Teacher Union Bosses to Stop Abusing Their Government-Granted Privileges Won't Work

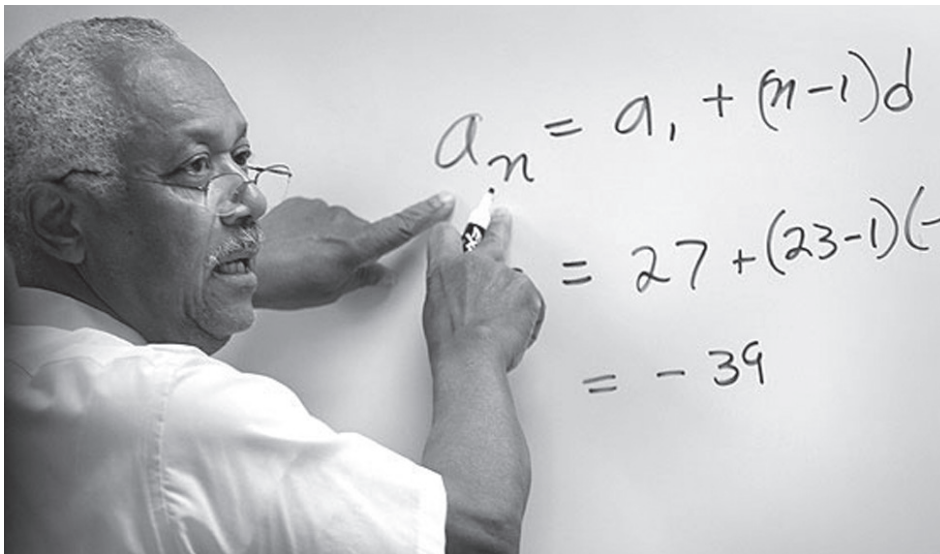
"Two years ago, Arne Duncan did a pretty good job of showing how teacher union monopolists are killing hopes of reform in school districts around the country," said National Right to Work Committee President Mark Mix.

"But merely identifying the symptom is no cure for the malady. And the Obama Administration's education 'reform' program blithely assumes teacher union bosses will stop abusing their government-granted privileges if 'friends' like Arne Duncan ask them to enough times.

"The fact is, NEA and other teacher union bosses have a vested interest in teachers being treated as 'interchangeable widgets.' That forces educators to rely on the union elite, rather than their own efforts, to enhance their job security and improve their pay.

"Contrary to Mr. Duncan's view, you can't bring about genuine reform by 'working with' teacher union monopolists. Instead, your first step must be to take away their monopoly privileges. And Tennessee has just taken this step."

See Volunteer State page 7



In the private sector, math majors earn salaries twice as high, on average, as those of English or history majors. But

teacher union monopolists stubbornly insist all teachers be kept under the same rigid pay schedule.