

# What Will 'RESPECT' Reap For Supervisors?

## *Measure Would Pave the Way For Forced Unionization of Millions*

In a 1967 smash hit record, "Queen of Soul" Aretha Franklin, covering Otis Redding's lesser known original, promised her significant other she would voluntarily fork over all her money in exchange for "a little respect."

But today, Big Labor is vowing to give millions of American supervisory employees "RESPECT" by changing federal law so that they can be *forced* to fork over dues or fees to an unwanted union as a condition of employment.

This strange vision of "respect" is embodied in legislation introduced by Big Labor U.S. Sen. Chris Dodd (D-Conn.) and Congressman Robert Andrews (D-N.J.), respectively as S.969 and H.R.1644, and now pending on Capitol Hill.

The so-called "RESPECT" Act, more accurately labeled as the Supervisor Forced-Unionism Bill, would reclassify virtually all employees who are currently deemed to be supervisors under the National Labor Relations Act (NLRA) as nonsupervisors.

### **Union Monopoly Bargaining Detrimental For Millions of Employees**

Union-label politicians' motive for the reclassification isn't hard to discern: The NLRA explicitly exempts "supervisors" from being forced to accept a particular

union as their "exclusive" (monopoly) bargaining agent in contract negotiations with their employer.

Under current federal monopoly-bargaining policies, nonsupervisory employees may have taken away their individual right to bargain for themselves over their wages, benefits, and work rules, and be forced to accept a union agent negotiating in their stead, like it or not.

What impact does this so-called "representation" have on employees who don't want it?

As academic allies of Big Labor and union officials themselves have admitted repeatedly over the years, all too often the best workers are actually harmed by union monopoly bargaining.

For example, Richard Rothstein, a veteran researcher for the AFL-CIO-funded Economic Policy Institute and longtime *New York Times* columnist, has written in a review article that "union . . . negotiated contracts reduce wage dispersion . . . by reducing pay of the most productive workers."

And a legal brief recently filed by the United Steelworkers of America and six other large, AFL-CIO-affiliated unions openly acknowledged that union nonmembers "benefit" when they aren't forced under a union monopoly, but rather left "free to bargain individually, without union representation"!

Nevertheless, Big Labor continues cynically to exploit labor laws authorizing monopoly bargaining as a pretext for foisting compulsory union dues and fees on workers, including union members and nonmembers alike.

Contradicting even pro-forced unionism scholars like Mr. Rothstein, union propagandists falsely assert that, after union monopoly bargaining is imposed on them, workers who want nothing to do with a union nevertheless "benefit" from being unionized, and should therefore be forced to fork over union dues or fees as a job condition.

### **Genuine Reform Would Eliminate Union Monopoly Bargaining, Forced Union Dues**

Besides corraling private-sector supervisors under union monopoly bargaining, the "RESPECT" Act would also authorize the firing of supervisors for refusal to bankroll a union.

"Under current federal labor law, millions of American nonsupervisory employees with above-average talents and work ethics earn less than they otherwise would because they are unionized," noted Matthew Leen, vice president of the National Right to Work Committee.


"Incredibly, these workers are also typically forced to pay union dues or fees in order to keep their jobs.

"Genuine labor-law reform would eliminate monopoly bargaining and forced union dues and give employees who don't wish to join a union the option of negotiating their contracts individually, or through an alternative union.

"But S.969 and H.R.1644 would instead extend pro-forced unionism federal policies to cover millions of employees who have been exempt from them up to now. This is a big step in the wrong direction."

Mr. Leen vowed that the National Right to Work Committee and its 2.2 million members would do everything necessary to ensure that S.969 and H.R.1644 do not become law.

Committee legislative staffers are already contacting members of both chambers of Congress to urge them to oppose this legislation on all votes.

Committee members who wish to reinforce the message may do so by using the Capitol Hill switchboard, 202-224-3121 or 202-225-3121, to contact their U.S. representatives and senators. 



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Presidential hopeful and Big Labor Sen. Chris Dodd (D-Conn., pictured with union bigwig Harold Schaitberger,

left) is the top Senate sponsor of legislation designed to corral millions of supervisors into unions.