

Is Your Congressman For Big Labor 'Salting'?

Abusive Tactic Is Used to Corral Workers Into Construction Unions

As part of their ongoing campaign to remove the federal sanction for extortionate Big Labor "salting" of independent small businesses, this month National Right to Work Committee members will inundate Capitol Hill with postcards and letters.

Most members who get their Newsletter in the mail will find enclosed with this issue a letter from Committee President Mark Mix asking them to contact their U.S. representatives right away regarding H.R.1793, the Truth in Employment Act.

Sponsored by Congressman Jim DeMint (R-S.C.), H.R.1793 would establish a new federal policy denying saboteurs posing as "job seekers" any special protection deriving from the fact they are in the union-organizing business.

The union saboteurs who are commonly referred to as "salts" are paid or simply ordered by union bosses to seek jobs with small, nonunion firms, most commonly in the building trades.

Salts then drum up phony "unfair labor practice" charges and gather intelligence to find and harass the firms' customers.

Right to Work President Testified About Bullying Of Nebraska Family Firm

According to two of the five current National Labor Relations Board (NLRB) members, even salting that is overtly designed "to eliminate nonunion contractors from the . . . job market" is fully protected by federal labor law.

And in practice, salts can easily protect themselves from being fired by a small business they are avidly seeking to drive into bankruptcy simply by denying that is their goal.

At a hearing on Big Labor salting earlier this year, Right to Work President Mark Mix recounted the bitter experience of a masonry firm owned and operated by Charles and Linda Walz and their two daughters in Omaha, Neb.

As Mr. Mix pointed out, Mr. Walz "started out in the trades as a union man, but soon figured out he could provide better service at lower prices for customers by going out on his own, union-free. . . .

"Before long, his company was flourishing. His clients were happy and



COURTESY OF WALZ MASONRY INC.

At a recent hearing, Committee President Mark Mix described how Laborers union "salts" set out to

destroy a small masonry firm (pictured here) after its employees had rebuffed union organizers.

so was his small but growing army of employees.

"But Charley's success came with a price.

"The bigger Charley's company grew, the more union officials wanted to force his employees under union monopoly 'representation.' When Charley's employees resisted the unwanted advances of union organizers, the 'salting' began.

"Charley's company was fined \$20,000 by the NLRB (after having spent double that on legal expenses) for failing to hire union 'salts.'

"Yet videotaped evidence, supplied by Charley's lawyers, showed that the union 'salts' had refused job applications that were offered to them by Charley's daughter.

"Charley is still in business. He was able to survive the union's 'salting' campaign, but many are not so lucky."

U.S. Representatives Urged To Cosponsor and Seek Votes on H.R.1793

Mr. Mix later commented: "Federal law simply shouldn't sanction Big Labor salting, whether the goal is to browbeat a business into foisting unwanted monopoly union 'representation' on employees, or to destroy a business that refuses to go along.

"By removing union salts' most

egregious NLRB- and court-created privileges, H.R.1793 would effectively shield independent employers and construction workers from salting abuses."

Mr. Mix urged all Newsletter readers who are receiving his letter with this month's issue to sign and mail one of the accompanying postcards to their U.S. congressman as soon as possible. Right to Work members are also encouraged to write personal letters.

"Unfortunately, cases like the Walz family's are numerous," he noted.

"In one recent Texas case, a small business had to pay an attorney to defend itself before the NLRB for supposedly 'discriminatorily' refusing to hire a union salt that the firm had actually hired!"

(For details about this case, go to <http://edworkforce.house.gov/hearings/108th/ear/salting051004/wl51004.htm> and refer to the testimony of Tom Nesbitt.)

"Not just staunch Right to Work supporters, but every House member with even a minimal sense of fair play should sign on to H.R.1793," Mr. Mix continued.

"Nevertheless, passing this bill won't be easy. The union hierarchy is hell-bent on keeping its salting privilege.

"That's why Committee members' signed postcards and letters to Congress in support of H.R.1793 are so important and deeply appreciated here at Committee headquarters." 📧