

## **ATTACKS ON PUBLIC SECTOR WORKERS**

**WHEREAS**, legislation spuriously known as ‘paycheck protection,’ ‘affirmative consent,’ ‘public employee freedom,’ ‘public employee rights and authorization,’ or other misleading names, aims to remove the ability of unions to collectively bargain with an employer by making it more difficult for a union to collect dues, organize, and maintain membership; and

**WHEREAS**, this legislation outlaws the ability of unions to collectively bargain with an employer to make automatic deductions of union dues and other fees from the worker's paycheck along with other onerous requirements; and

**WHEREAS**, this kind of legislation also often includes government-mandated annual recertification of an individual member’s dues authorization form, the outlawing of the worker being able to sign up for union membership over a specific period of time, or other bargaining unit recertification stipulations outside the traditional decertification election process; and

**WHEREAS**, the relationship between a worker and their union is a private agreement and commitment between the two parties and should not be interfered with by an overreaching government with unnecessary burdens and hurdles to join a labor organization; and

**WHEREAS**, automated processing of union dues and DRIVE contributions adds no substantial additional cost not already associated with the deductions already being made for medical insurance, retirement accounts, charitable contributions and other things at the request of the employee or employer; and

**WHEREAS**, the mandating of recertification of individual members and/or entire bargaining units, does provide a substantial cost and disruption to both the employer and the union; and

**WHEREAS**, an agreement via a membership form or dues authorization form between a worker and a labor organization is a voluntary commitment and agreement between the two parties; and

**WHEREAS**, payroll dues deductions are often one of the first agreements made by the parties in collective bargaining; and

**WHEREAS**, federal law already forbids the donation of union dues to political campaigns; and

**WHEREAS**, proponents of the legislation purposely confuse fair-share fees, dues and DRIVE contributions; and

**WHEREAS**, DRIVE contributions are voluntary; and

**WHEREAS**, restricting the ability of a union member to voluntarily support an organization violates the constitutional right to free association; and

**WHEREAS**, paycheck protection measures are an undemocratic attempt to weaken the strength of unions.

**NOW, THEREFORE, BE IT RESOLVED** at this 30<sup>th</sup> International Convention that the International Brotherhood of Teamsters oppose laws restricting deduction of union dues and DRIVE contributions, laws providing government-mandated recertification of dues authorization forms, and laws outlawing workers' ability to sign up for union membership over a specific period of time, or other bargaining unit recertification stipulations outside the traditional decertification election process; and

**BE IT FURTHER RESOLVED** that International Brotherhood of Teamsters and its affiliates work to educate members, the public and elected officials about the real purpose and effect of these laws; and

**FINALLY, BE IT RESOLVED** that the International Brotherhood of Teamsters and its affiliates continue to lobby, work in coalitions and identify supportive politicians to stop all efforts to implement these laws attacking public sector workers and to roll back those laws that exist.