

Shop Steward Meeting

April 30, 2017

An Observation into:
Iowa's Anti-Collective
Bargaining Laws

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Wisconsin started it!

- Similar to Wisconsin's 2011 Anti-Labor Laws
 - Results of Wisconsin Law
 - 40% reduction in Public Sector Union membership.
 - Lower wages, benefits, working conditions

California: Sound Familiar?

- Proposition 32



- Friedrichs vs CTA



CALIFORNIA REPUBLIC



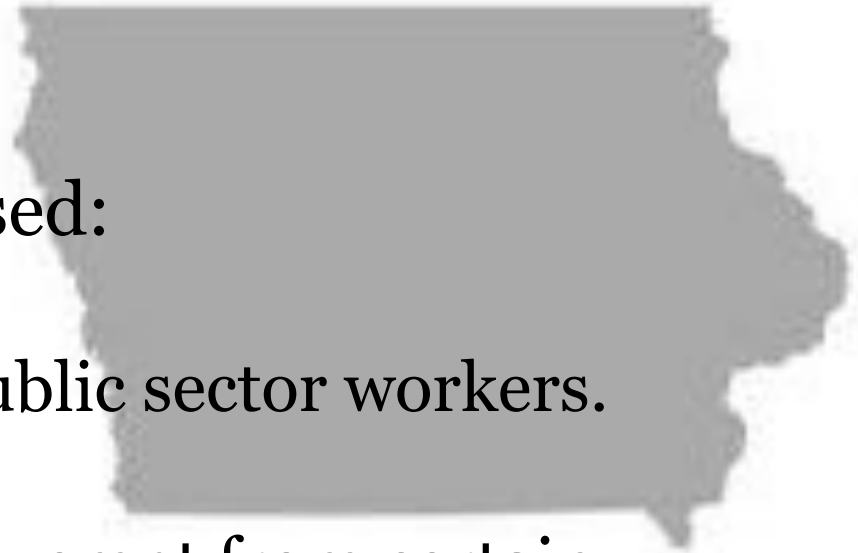
CALIFORNIA
TEACHERS
ASSOCIATION

Iowa's New Laws

- How was the Law Passed:
 - Republicans gained control both State Houses and the Governor positions for the first time in over 2 decades. Same situation in Wisconsin when their law was passed.
 - Iowa laws were passed without a vote of the people. Handled strictly through legislation.

Iowa's New Laws

- Affects of the Law Passed:
 - Will affect 184, 000 public sector workers.
 - Safety employees are exempt from certain provisions in the law.



Comments from sponsors in favor of the law

- “Normally the frustration I hear from folks at home is that we don’t get anything done. So we are acting decisively on a bill that I think is great for Iowa and great for efficient government”.
- More than 1,100 people signed up to speak against the bill, only 33 were allowed to talk. 4 applied and spoke in favor of the bill, all were representatives of Americans for Prosperity, a non-profit funded by David and Charles Koch.

Details of the New Law

- What can be bargained for:

- **Wages**

- **That's it!**

Details of the New Law

- Disagreement of wage proposals that come to impasse are submitted to an arbitrator for binding resolution.
- Under old law, the arbitrator was allowed to determine and choose the more reasonable of the 2 offers in his opinion and it was binding.
- New Law, the arbitrator is only allowed to give a maximum increase of 3%, or cost of living adjustment, whichever is **LOWER!**
- Arbitrators must consider financial impact on state or government agency before ruling.

Other Bargaining

- **NONE !**

Non-Bargaining items

- Pension
- Health and Welfare
- Vacations
- Holidays
- Sick Leave
- Working conditions
- Seniority
- Above items determined by school boards, prison commissions, County Boards, etc..

Additional Effects of new Law

- Bans collection of Union Dues on paychecks
- Bans the ability to strike
- Bans political contributions from paychecks
- New Union certification vote needed by the majority of members (not voting is a vote against the Union) at every contract.
- Union must pay for every recertification cost.

Reasons given by legislators for the need of the new law.

- Keeps costs down.
- More efficient Government.
- More Government flexibility
- Ensures better performance
- Allows more innovative ways to provide services
- Make Unions more accountable to their members

Real Reasons for the need of the new law.

- Keeps costs down.
 - Lowers Wages and Benefits?
- More efficient Government.
 - At what cost ?
- More Government flexibility.
 - No Protections?
- Ensures better performance.
 - No Fair Standards ?

Iowa's anti-collective bargaining laws

- Let's call it what it is: “**Union Busting**”.
- Divide and Conquer strategy (some employees fall under the law, some are exempt).
- Make the members feel that the Union can no longer provide job protection, benefits, seniority protections, etc. , insuring that the members will “decertify” and destroy the Unions, making everyone “at will” employees.

What can we do?

- Pressure your elected officials not to let this happen. Don't wait! Call, write, email, etc.
- Vote in every election as if your livelihood depended on it. Vote out officials that are not "Union friendly".
- Don't think California is safe. National Right To Work legislation is being proposed NOW!
- Get involved and support fellow members wherever they are.

What can we do?

- Join DRIVE
- Attend local Council meetings
- Write the newspapers with your opinions
- Attend Rallies that support Labor issues
- Run for elected office
- Stay Informed
- Talk to family, friends, and workers. Tell them how you feel. Be proud that you are a member of a Union!
- Worst thing you can do- sit on the sidelines and just allow it to happen to you. Stand up and fight. You are a Teamster. We lead, not follow!

**“RIGHT
TO WORK” IS**

WRONG

“ In our glorious fight for civil rights, we must guard against being fooled by false slogans such as right to work” - Rev. Martin Luther King, Jr.