



# NEWS from U.S. Senator Bob Dole

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## DOLE SAYS PASSAGE OF NEW LABOR LAW WOULD UPSET EMPLOYEE-EMPLOYER RELATIONS

WASHINGTON, D.C. -- Sen. Bob Dole (R-Kan.) warned today that passage of the Labor Law Reform Act of 1978 "will dramatically alter the balance of labor relations at the expense of individual workers' freedom of choice."

Sen. Dole, a leader of the filibuster to block the bill's passage, said that both union and non-union employees, employers and the American public will be adversely affected by ratification.

"Union members, the rank-and-file who have made America the strongest industrial power in the history of the world, will . . . suffer if this bill is passed. Their leaders will become even more remote.

"The workers will no longer have the benefit of equal bargaining with their employers. The provisions of the bill will be used as a club to beat demands down employers. The result can only be a worsening of employee-employer relations. It is possible that many union members will lose their jobs. Some employers may decide to operate without union members.

"Employers too will be losers if S. 2467 is enacted. The equity and balance that has previously characterized our national labor law will no longer exist. Employers will not be able to either effectively bargain or adequately prevent compulsory unionism being forced on their employees.

"Unions would be able to have rush elections called and reduce the opportunity of rebuttal by employers to an unacceptable degree. After the unequal elections, unions would be granted significant powers to be used in forcing demands on employers. The normal



'give and take' of the collective bargaining process would be eliminated.

"The other losers, if this bill passes, would be the American public. People all over the country would feel the adverse effects if the Senate passes this legislation. The increase in labor unrest will disrupt the normal supply of goods and create bottlenecks and shortages. When the inevitable wage demands go up faster than inflation, the price tag, on virtually every commodity throughout the country, will be forced to increase.

"Many of the difficulties surrounding S. 2467 stem from a failure by its sponsors to remedy the weaknesses they perceive in current labor laws with precise and carefully drawn legislation. The pre-eminent concern, of course, is to obtain legislation that is fair and workable.

"Not every provision of this bill would harm employee rights, however the major sections represent a significant departure from present law. These changes should not be made without thorough debate.

"The significance of an employee's informed choice in selecting a union to be a bargaining agent should be at the forefront of this legislation. However, the bill completely skirts this issue and would have exactly the opposite effect. Employee free choice is not something that should be sacrificed in the name of expediency.

"One of the key problems with this legislation is that there are numerous sections of this bill wholly unrelated to the stated purposes. It is self-evident that the real purpose of these provisions is to provide union organizers with greater advantages over employers during representation campaigns. This conclusion is borne out by figures published by the Bureau of Labor Statistics indicating that organized labor lost 800,000 dues-paying members between 1974 and 1976.

"Similarly, according to the board's annual report, in 54 per cent of the elections conducted in Fiscal 1977, workers rejected union representation. These statistics reveal the eroding position of organized labor and the genesis of the demands voiced by officials of international labor unions in seeking Congressional assistance to help stem the tide of declining membership."