



January 13, 2013

RE: Oppose House Bill 1507

Dear Representative:

On behalf of the nearly 80,000 SEIU members in Pennsylvania, I strongly urge you to oppose House Bill 1507. This legislation threatens collective bargaining rights in Pennsylvania and creates unnecessary and unreasonable restrictions on labor unions.

HB 1507 seeks to eliminate the rights of state workers, teachers and other public employees to negotiate payroll deductions of their union membership dues and their voluntary political contributions. Further harming the rights of workers, the bill would amend the Public Employees Fair Share Law. This responsible law protects the rights of dues paying members by requiring non-members to contribute fair share fees toward the actual cost of bargaining and contract protections from which dues paying members and non-members all benefit.

The discussions of this bill have led to misconceptions and correcting the fact is necessary.

- **Public employees already have the right not to join a union. Furthermore, payroll deductions and fair share fees are not forced.** They are negotiated between the employer and the union and must be approved by both.
- **State law gives non-members the freedom to contribute toward only the cost of representing them which is known as "fair share" fees.** This is necessary because unions represent all workers in a bargaining unit regardless of whether they pay dues.
- **Non-members have the right for an independent arbitrator to review fair share fee amounts** and the union is responsible for proving the fee calculation is accurate and paying the arbitration costs.
- **Dues paying members and non-members are NOT required to contribute toward lobbying, political activities, or issue advocacy. This is a voluntary choice by members to be engaged in the political process they determine for the union.**
- **The state's sophisticated automated payroll system handles hundreds of deductions; therefore the cost of collecting dues and fair share fees is insignificant.** These common deductions, such as Medicare, Social Security and large community-sustaining charitable organizations are handled by computers. Altering this simple process could have unintended consequences to other organizations.

SERVICE EMPLOYEES
INTERNATIONAL UNION

PENNSYLVANIA
STATE COUNCIL

1500 N. Second Street
Suite 11
Harrisburg, PA 17102
717.232.1270
Fax 717.232.3007



HB 1507 threatens the rights of hardworking Pennsylvanians to collectively bargain and would undermine the existing protections in state law for members and non-members of labor unions. For all of these reasons the nearly 80,000 members of SEIU ask you with the utmost urgency to oppose HB 1507 and any effort to weaken worker rights in this state.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffery Hunsicker", enclosed within a thin black rectangular border.

Jeffery Hunsicker
Legislative Director
SEIU PA State Council