

Submitter:	Theresa Thomas
On Behalf Of:	Union Workers
Committee:	House Committee On Labor and Workplace Standards
Measure, Appointment or Topic:	SB916

I am writing in support of SB 916. Unions are made up by the workers of the companies. Without unions we would have never gotten:

1. Weekends Off: Massive union strikes in the late nineteenth and early twentieth centuries led to shorter work weeks with weekends off. This allowed Americans to be home with loved ones instead of constantly working.
2. Paid Vacations: With summer coming to a close, take time to thank your union for the paid vacation time that made it possible to rest and relax with your family.
3. Family & Medical Leave Act (FMLA): Unions spearheaded the fight that resulted in the passage of this law that gives eligible employees the right to take up to 12 weeks of job-protected unpaid leave annually for family and medical reasons.
4. Breaks at Work—including Lunch: Although they are now federally mandated, breaks haven't always been an employee right. Studies have shown, breaks provide important rest periods that improve safety and productivity.
5. Sick Leave: Without paid sick leave, many workers couldn't afford to take the time necessary to recover from illnesses and accidents.
6. Paid Holidays: Labor Day is one of nine paid holidays offered by most employers in the U.S. As you spend time with family and friends this Labor Day, thank your union.
7. Military Leave: The Uniformed Services Employment and Reemployment Rights Act ensures those that serve their country can keep civilian employment and benefits, and seek employment free from discrimination.
8. 40-hour Work Week: Americans once worked 60 hours a week or more. It wasn't until the 1950's that 40-hour work weeks and 8-hour work days became standard across America thanks to union negotiations.
9. Social Security
10. Minimum wage
11. Civil Rights Act/Title VII – prohibits employer discrimination
12. 8-hour work day
13. Overtime pay
14. Child labor laws
15. Occupational Safety & Health Act (OSHA)
16. Workers' compensation (workers' comp)
17. Unemployment insurance
18. Pensions
19. Workplace safety standards and regulations
20. Employer health care insurance
21. Collective bargaining rights for employees

22. Wrongful termination laws
23. Age Discrimination in Employment Act of 1967 (ADEA)
24. Whistleblower protection laws
25. Employee Polygraph Protection Act (EPPA) – prohibits employers from using a lie detector test on an employee
26. Veteran's Employment and Training Services (VETS)
27. Compensation increases and evaluations (i.e. raises)
28. Sexual harassment laws
29. Americans With Disabilities Act (ADA)
30. Holiday pay
31. Employer dental, life, and vision insurance
32. Privacy rights
33. Pregnancy and parental leave
34. The right to strike
35. Public education for children
36. Equal Pay Acts of 1963 & 2011 – requires employers pay men and women equally for the same amount of work
36. Laws ending sweatshops in the United States

If companies were coming to the table in good faith, we wouldn't strike. If companies provided safe staffing and living wages, we wouldn't have to strike. There is no reason we have CEO's raking in over 20 million a year while frontline workers are homeless. Companies are forcing workers to strike in order to maintain healthcare benefits and pensions, to get safer working conditions. 5 hour waits to be seen in emergency departments is a direct result of corporate greed – then they turn around and encourage the people to complain about the service vs the CEO's horrific staffing plans. A lot of testimony against this bill are from nonunion members who have no idea how unions work – this is evident in people saying "they have financial assistance from their union!" Oh really? Where?

"That is why they pay exorbitant dues to their unions." ? strikes are not covered by union dues. \$30 a month is not exorbitant.

"There should be no compensation from the state to pay a union member to go on strike... that's why they pay exorbitant union dues" - Again \$30 a month isn't an exorbitant amount... \*\*EYE ROLL\*\*

Class Solidarity is the only way