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### Jim Murry's statement on the right to work

Jim Murry

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Exhibit #2

STATEMENT BEFORE CONSTITUTIONAL CONVENTION COMMITTEE ON PUBLIC HEALTH, WELFARE, LABOR AND INDUSTRY, FEBRUARY 21, 1972

MY NAME IS JIM MURRY. I AM EXECUTIVE SECRETARY OF THE MONTANA STATE AFL-CIO. MY ADDRESS IS 3780 N. MONTANA AVENUE, HELENA, MONTANA.

IN PREVIOUS HEARINGS THE BETTER PORTION OF SIX HOURS OF MY BEING BEFORE THE COMMITTEE HAS BEEN TAKEN UP WITH DISCUSSING SO-CALLED "RIGHT-TO-WORK" AND RELATED MATTERS. THEREFORE, I FEEL A SHORT SUMMARY OF OUR POSITION MAY BE EXPEDITIOUS AND A MINIMUM ADDITIONAL DRAIN ON THE TIME OF THE MEMBERS OF THIS COMMITTEE.

FIRST, IT SHOULD BE MADE ABUNDANTLY CLEAR THAT "RIGHT-TO-WORK" LAWS DO NOT IN ANY SENSE GUARANTEE A PERSON THE RIGHT TO WORK. THIS TERM IS STRICTLY MADISON AVENUE, AIMED AT ENSNARING THE UNWARY.

SECONDLY, THE AIM OF ITS PROPONENTS IS NOT THE ALLEGED "COMPULSORY UNIONISM". THE AIM IS THE "COMPULSORY OPENSHOP" AND ALL OF THE LATTER'S ATTENDANT EVILS, ... INCLUDING VASTLY WEAKENED BARGAINING ABILITY FOR WAGES, WORKING CONDITIONS, JOB SECURITY, ETC.

THOSE WHO MASTERMIND THE PROMOTION OF "RIGHT-TO-WORK", ARE HYPOCRITICAL IN THE EXTREME WHEN THEY TRUMPET THE CAUSE OF THE "RIGHTS OF THE INDIVIDUAL". THEIR REAL AIM IS TO USE THE POWER OF THE STATE TO FORCE WAGE EARNERS TO WORK FOR LESS; TO, IF POSSIBLE DESTROY THE WAGE EARNER'S UNION, THEREBY PLACING HIM AT THE TOTAL MERCIES OF HIS EMPLOYER.

THE RABBINICAL COUNCIL OF AMERICA PUT THIS MATTER IN PERSPECTIVE, STATING THAT "RIGHT-TO-WORK" LAWS ARE:

"A CAMOUFLAGE... TO WEAKEN AND UNDERMINE RESPONSIBLE, DEMOCRATIC UNIONISM."....

THE NATIONAL COUNCIL OF CHURCHES, IN MORE DETAIL, STATED ESSENTIALLY THE SAME THING:

"UNION MEMBERSHIP AS A BASIS OF CONTINUED EMPLOYMENT SHOULD BE NEITHER REQUIRED NOR FORBIDDEN BY LAW; THE DECISION SHOULD BE LEFT TO AGREEMENT BY MANAGEMENT AND LABOR THROUGH THE PROCESS OF COLLECTIVE BARGAINING."

PROponents ASSERT THAT SO-CALLED "RIGHT-TO-WORK" LAWS ARE NECESSARY TO KEEP UNIONS FROM MAKING UNION SECURITY CONTRACTS COMPULSORY. SUCH STATEMENTS BEG THE TRUTH.

LABOR DOES NOT WANT ANY SUCH LEGAL COMPULSION. RATHER, LABOR WANTS FREEDOM OF CHOICE FOR BOTH EMPLOYER AND UNION--SO THAT THEY MAY AGREE ON THE MOST SENSIBLE WORKING RULES FOR THE PLANT IN WHICH THEY HAVE A COMMON WORKING INTEREST.

LABOR DOES NOT WANT GOVERNMENT TELLING EMPLOYERS AND UNIONS EITHER TO HAVE UNION SECURITY, OR NOT TO HAVE UNION SECURITY.

LABOR WANTS FAIR LAWS GOVERNING UNION-MANAGEMENT RELATIONS. WE WANT THESE LAWS TO BE FAIR TO BOTH PARTIES, RATHER THAN THE WEIGHT OF GOVERNMENT BEING TILTED IN FAVOR OF ONE PARTY OR THE OTHER.

"RIGHT-TO-WORK" LAWS, BECAUSE THEY WEAKEN THE POSITION OF WAGE EARNERS IN NEGOTIATING WITH MANAGEMENT, PUT THE WORKING

MAN AT A DISTINCT DISADVANTAGE. THIS UNFQUAL SITUATION SIMPLY DOES NOT SQUARE WITH THE HISTORIC ROLE OF IMPARTIALITY GOVERNMENT MUST PLAY IN SEEKING SOLUTIONS TO CONFLICTS AND POTENTIAL CONFLICTS BETWEEN VARIOUS SECTORS OF OUR SOCIETY.

CONCLUDING, LET ME REPEAT, THE ONLY RIGHT GRANTED UNDER SO-CALLED "RIGHT-TO-WORK" IS NOT THE RIGHT TO A JOB, BUT THE RIGHT OF EMPLOYERS TO WEAKEN OR DESTROY THE COLLECTIVE BARGAINING PROCESS. THIS WORKS NOT ONLY TO THE DETRIMENT OF WAGE EARNERS BUT TO THE ECONOMIC WELL-BEING OF MAIN STREET BUSINESS, AND TO THE OVERALL PROSPERITY OF THE ENTIRE COMMUNITY, STATE AND THE NATION. IT IS AN ACCEPTED FACT THAT WHEN THE WAGE EARNER IS WELL PAID, HE AND HIS FAMILY ARE NOT THE ONLY BENEFICIARIES. . THE WHOLE COMMUNITY BENEFITS.

WE SINCERELY HOPE THAT THIS SO-CALLED "RIGHT-TO-WORK" PROPOSAL YOU ARE NOW CONSIDERING WILL BE VIEWED BY A MAJORITY OF THE COMMITTEE AS WE VIEW IT AND THAT YOU WILL RECOMMEND AGAINST ITS INCLUSION IN THE PROPOSED NEW CONSTITUTION.

THANK YOU.



Exhibit # 5 (b)

AS I HAVE SAID PREVIOUSLY, THE PURPOSE OF THESE COMPULSORY OPEN SHOP LAWS IS NOT TO PROTECT ANYONE'S RIGHT TO A JOB, OR ANYONE'S RIGHT TO SEEK EMPLOYMENT.

RATHER THE EFFECTS OF SUCH LAWS ARE: (1) WEAK UNIONS, (2) LOWER WAGE STRUCTURES, AND (3) ESTABLISH AN ANTI-UNION CLIMATE WITHIN A STATE.

JUST AS THE TITLE AND THE LAW ITSELF IS A FRAUD AND A HOAX, LET US LOOK AT THOSE WHO PROMOTE THESE IDEAS. THE NATIONAL RIGHT-TO-WORK COMMITTEE, INC. AND ITS SATELLITE, THE NATIONAL RIGHT-TO-WORK LEGAL DEFENSE AND EDUCATION FOUNDATION, INC., IS LARGELY STAFFED BY CARNIVAL-BARKING, RABBLE-ROUSERS WHO INSTIGATE AND PROMOTE THESE LEGISLATIVE FIGHTS NOT TO NECESSARILY SEEK ENACTMENT OF COMPULSORY OPEN SHOP LAWS, BUT INSTEAD, TO PLAY UPON THE FEAR, IGNORANCE AND GREED OF EMPLOYERS, BUSINESSMEN AND OTHERS AS A MEANS OF RAISING MONEY.

THESE MEN ARE BUNKO ARTISTS AND SWINDLERS WHO TRAVEL FROM STATE-TO-STATE MAKING SPEECHES, MAILING LITERATURE, PUTTING OUT PRESS RELEASES, ETC., URGING THE UNION-FEARING BUSINESSMEN OR THE UNION-HATING EMPLOYER TO SEND MONEY TO FINANCE THE WORK OF THESE NATIONAL ORGANIZATIONS.

FOR EXAMPLE, MR. CHAIRMAN, IN 1970 THE NATIONAL RIGHT-TO-WORK LEGAL DEFENSE AND EDUCATION FOUNDATION, INC. FILED, WITH THE INTERNAL REVENUE SERVICE, A FORM 990 REQUESTING A TAX-EXEMPT STATUS. NOW THIS FORM 990 IS A PUBLIC RECORD WHICH SHOWS THAT IN THE YEAR 1970 THE RTW LEGAL DEFENSE FOUNDATION SPENT ONLY APPROXIMATELY 8% OF ITS REVENUES FOR LEGAL SERVICES, WHILE THE REST WENT FOR ENORMOUSLY HIGH SALARIES, ETC. THE TOTAL REVENUES

FOR 1970 FOR THE RTW LEGAL DEFENSE AND EDUCATION FOUNDATION, INC. WAS \$1,334,572.00. THIS DOES NOT INCLUDE REVENUES FOR THE RIGHT-TO-WORK COMMITTEE ITSELF.

IT IS TIME, MR. CHAIRMAN, THAT SOMEBODY, SOMEWHERE IN THE UNITED STATES EXPOSED THE RIGHT-TO-WORK COMMITTEE FOR WHAT IT IS -- A GROUP OF SWINDLERS PLAYING UPON THE ANTI-UNION FEARS OF PEOPLE FOR PERSONAL PROFITS.

I HAVE ASKED SOME FRIENDS OF MINE WITHIN THE AFL-CIO TO PHOTO COPY THE INTERNAL REVENUE SERVICE RECORDS ON THE NATIONAL RIGHT-TO-WORK COMMITTEE AND THE NATIONAL RIGHT-TO-WORK LEGAL DEFENSE AND EDUCATION FOUNDATION AND FORWARD THEM TO ME FOR SUBMISSION TO THIS COMMITTEE FOR AN EXHIBIT. I WILL HAVE THOSE RECORDS SOMETIME NEXT WEEK. I WILL SUBMIT THEM TO THIS COMMITTEE AS AN EXHIBIT AND I HOPE MONTANANS WILL NOT BE DUPED INTO SENDING THEIR HARD-EARNED CASH TO CONTINUE WHAT I CONSIDER TO BE A FRAUDULENT NATIONAL BUNKO OPERATION.

Exhibit #4

Statement to

Montana Constitutional Convention

Public Health, Welfare and Labor Committee  
by the  
Montana Chamber of Commerce

If a man were to be denied employment because he belonged to a labor union, that would be discrimination. A stormy American labor history settled that dispute, and organized labor has grown powerful.

Now, it is appropriate to look at the other side. Should a man or woman who is not a member of a labor union be denied employment?

Our concepts of civil rights presupposes that no person should be denied employment because of race, creed, sex, or conditions of previous servitude. It would be discrimination if an employer refused to hire an otherwise qualified individual because he was black, a Lutheran, a Mason or German.

Every church works together to improve the quality of life of its members. However, in America, we do not force membership in any one church. Every professional association and every chamber of commerce works to improve the conditions of those they serve; however, no law forces business and professional men and women to pay dues to any private association.

Freedom of association is, and should be, the very strength of associations. When organizations must convince prospective members that their work and accomplishments are sound, then membership will grow and strength will follow. If they fail in their goals and if the membership disagrees with the leadership, then that membership should be allowed to sever their relationship and be free to join some other organization that they feel will better represent them.

Under such conditions, labor unions will thrive. The relationship between the members and the leaders will be strengthened. Membership will be a privilege, not an obligation. Leadership will be a position of responsibility.

The Montana Chamber of Commerce encourages the inclusion of a freedom of association provision in the new Constitution.