

## California, A Union Controlled State

President Theodore Roosevelt during his presidency from 1901 to 1909 actively pursued antitrust policies and filed several lawsuits to break up monopolistic trusts.

So why would the state of California in effect create one by allowing the creation of a monopolist labor union in government?

A monopoly is a situation in which a single company or entity holds exclusive control over the supply of a particular product or service in a given market. In other words, it is a market structure characterized by a lack of competition. As a result, the monopolistic entity has the power to dictate prices, control production, and limit entry of other firms into the market.

California allowed state employees to unionize through the passage of the Dills Act, which became law on April 1, 1978. The Dills Act granted state employees in California the right to organize and bargain collectively. It was named after Ralph C. Dills, a California legislator who played a key role in its enactment. The Dills Act provided state employees with the ability to form labor unions and engage in collective bargaining with the state government regarding their wages, benefits, and working conditions.

The problem is that state employee unions went beyond this by allocating a portion of their dues to support political activities, such as lobbying, advocating for pro union policies, and endorsing political candidates.

The relationship between state employee unions and politicians they support raises concerns about a conflict of interest. When unions engage in collective bargaining with politicians they have supported financially or endorsed, there is a possibility that the bargaining process could be influenced by political considerations rather than solely focusing on the best interests of the employees or the public.

Critics argue that there could be potential ethical concerns when unions use their collective power and financial resources to shape the political landscape in their favor. They contend that such actions could create an imbalance of influence and potentially undermine the democratic process by giving union's disproportionate leverage in shaping public policy.

Of course the politicians and the unions say they can conduct transparent arm's length negotiations that are fair to both the union members and the residents of California.

Let's see how this transparent arm's length negotiations have worked out.

**California is not a right to work state:** A "right to work" state is a term used to describe a U.S. state that has enacted a right-to-work law. Right-to-work laws prohibit agreements between labor unions and employers that make union membership or the payment of union dues a condition of employment. In other words, employees in right-to-work states cannot be compelled to join a union or pay union dues as a requirement

for obtaining or retaining employment. The intent behind right-to-work laws is to protect workers' freedom of choice and to prevent them from being forced to join or financially support a labor union against their will. **California is not one of them.**

**Prevailing wage:** A "prevailing wage" state is a term that refers to a state in the United States that has established laws or regulations requiring employers to pay a certain wage rate for public construction projects. These laws typically mandate that contractors and subcontractors working on public projects pay their workers a wage that is at least equal to the "prevailing wage" for the specific occupation in that geographic area. **In the state of California the prevailing wage is union wages. These regulations increase construction costs, limit competition, and discourage economic growth while protecting union jobs. Some studies have reported increases as high as 30% or more in certain cases, particularly for projects heavily reliant on labor.**

**Government employee wages:** California tends to have higher wages for government employees compared to many other states in the United States.

**Government employee benefits:** California has a reputation for providing relatively comprehensive benefits to its government employees. This can include access to health insurance plans, retirement benefits through the California Public Employees' Retirement System (CalPERS), paid leave, and other benefits. California is known for having one of the largest and most extensive public employee pension systems in the country.

**The union and its fellow traveler politicians are so sure of themselves** that they are now proposing a constitutional amendment that will allow the unions to get anything they want. For decades, California's government unions have bankrolled the campaigns of politicians who, once in office, return the favor by rubber stamping union demands, no matter the impact on the state and its residents.

Constitutional Amendment 7 would create a constitutional right to "economic well-being" for government workers and prohibit any action that interferes with the right of employees to organize and bargain collectively. In affect it would broaden the demands of government unions beyond wages and benefits to include undefined new subjects such as economic well-being.

In order to make the ballot in 2024 it will require a two thirds vote of the state legislators. Unfortunately, the union has the votes so it will be on the June ballot.

If Amendment 7 passes it would erect a permanent barrier to any change in the employment status of government employees and would expand the power of government unions.

**A state controlled by government unions for the benefit of the unions and not the residents of the state.**