



OFFICE OF THE GOVERNOR  
GUAM

MAY 16 2000

The Honorable Joanne M. S. Brown  
Legislative Secretary  
I Mina'Bente Singko na Liheslaturan Guåhan  
Twenty-Fifth Guam Legislature  
Suite 200  
130 Aspinal Street  
Hagåtña, Guam 96910

OFFICE OF THE LEGISLATIVE SECRETARY

ACKNOWLEDGMENT RECEIPT

Received By [Signature]


Time 10:46am

Date May 16, 2000

Dear Legislative Secretary Brown:

Enclosed please find Bill No. 340 (COR), "AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE" previously vetoed and overridden by i Liheslatura, the Legislature, which is now designated as **Public Law No. 25-125**.

Very truly yours,

  
Madeleine Z. Bordallo  
I Maga'Lahen Guåhan, Akto  
Acting Governor of Guam

Attachment: copy attached for signed bill or overridden bill  
original attached for vetoed bill


cc: The Honorable Antonio R. Unpingco  
Speaker

00930

MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN  
2000 (SECOND) Regular Session

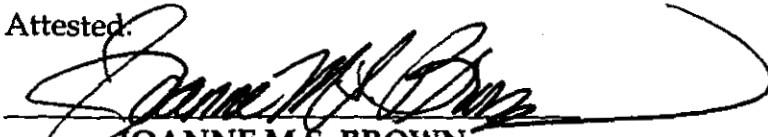
CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUAHAN

This is to certify that Bill No. 340 (COR), "AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES," returned without approval of *I Maga'lahaen Guahan*, was reconsidered by *I Liheslaturan Guahan* and after such consideration, did agree, on the 11<sup>th</sup> day of May, 2000, to pass said bill notwithstanding the veto of *I Maga'lahaen Guahan* by a vote of Ten (10) members.



ANTONIO R. UNPINGCO  
Speaker

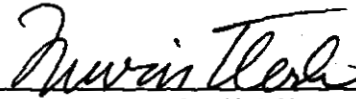
Attested:



JOANNE M.S. BROWN  
Senator and Legislative Secretary

-----

This Act was received by *I Maga'lahaen Guahan* this 15<sup>th</sup> day of May, 2000, at 10:00 o'clock 9 .M.



Assistant Staff Officer  
*Maga'lahaen's Office*

Post-it® Fax Note	7671	Date	5/11/03	# of pages	▶
To	Sheila	From	Ann		
Co./Dept.	Emp Council	Co.	Clerks Office		
Phone #	649-6616	Phone #	472-3464		
Fax #	649-3030	Fax #	472-3465		

Public Law No. 25-125

**MINA' BENTE SINGKO NA LIHESLATURAN GUÅHAN**  
**1999 (FIRST) Regular Session**

**Bill No. 340 (COR)**

Introduced by:

S. A. Sanchez, II  
Mark Forbes  
E. B. Calvo  
A. C. Lamorena, V  
F. B. Aguon, Jr.  
E. C. Bermudes  
A. C. Blaz  
J. M.S. Brown  
M. G. Camacho  
L. F. Kasperbauer  
C. A. Leon Guerrero  
K. S. Moylan  
V. C. Pangelinan  
J. C. Salas

**AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND  
TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5,  
DIVISION 1, BOTH OF TITLE 22 OF THE GUAM  
CODE ANNOTATED, RELATIVE TO  
ESTABLISHING POLICY AND PROVISIONS TO  
ENSURE EMPLOYEES' CHOICE; AND FOR OTHER  
PURPOSES.**

1           **BE IT ENACTED BY THE PEOPLE OF GUAM:**

2           **Section 1. Short Title.**           This Act may be cited as the "*Right To Work*  
3 *Act of 2000.*"

4           **Section 2.** Chapter 4 is hereby *added* to Division 1 of Title 22 of Guam Code

1 Annotated to read as follows:

2 "CHAPTER 4.

3 RIGHT TO WORK.

4 **Section 4101. Legislative Findings. Policy.**

5 (a) *I Liheslaturan Guåhan* finds that workers must be  
6 protected without regard to whether they are unionized. The right to  
7 work is an inherent right of an individual and is an integral part of  
8 the right to live.

9 (b) The policy of Guam, in the exercise of its sovereign police  
10 power, is to regulate the activities and affairs of employers and labor  
11 unions, their officers, agents, organizers and representatives.

12 **Section 4102. Policy.** It is hereby declared to be the public  
13 policy of Guam that the right of persons to work shall *not* be denied or  
14 abridged on account of membership or non-membership in any labor union  
15 or labor organization.

16 **Section 4103. Unlawful Acts.** It shall be unlawful for any  
17 employer:

18 (1) to require any employee, as a condition of employment,  
19 or of continuance of employment, to be or become or remain a  
20 *member of affiliate of any labor organization or agency;*

21 (2) to require any employee, as a condition of employment,  
22 or of continuance of employment, to abstain or refrain from  
23 membership in any labor organization; *or*

24 (3) to require any employee, as a condition of employment,  
25 or of continuance of employment, to pay any fees, dues, assessments

1 or other charges or sums of money whatsoever to any person or  
2 organization.

3 **Section 4104. Void Contracts.** A contract is void if it  
4 requires, that to work for an employer, employees or applicants for  
5 employment:

6 (1) must be, or may *not* be, members of a labor union; *or*

7 (2) must remain, or may *not* remain, members of a labor  
8 union.

9 **Section 4105. Unlawful Agreements.** Any agreement or  
10 combination between any employer and any labor organization whereby  
11 persons *not* members of such labor organization shall be denied the right to  
12 work for such employer, or whereby such membership is made a condition  
13 of employment, or of continuance of employment by such employer, or  
14 whereby any such union or organization acquires an employment  
15 monopoly in any enterprise, is hereby declared to be against public policy,  
16 unlawful and an illegal combination or conspiracy.

17 **Section 4106. Fee for Work Prohibited.** A labor union; labor  
18 organizer; or an officer, member, agent, or representative of a labor union  
19 may *not* collect, receive or demand, directly or indirectly, a fee as a work  
20 permit or as a condition for the privilege to work from a person who is *not*  
21 a member of the union.

22 **Section 4107. Deductions from Wages.** Nothing in this  
23 Chapter shall preclude any employer from deducting from the wages of the  
24 employees and paying over to any labor organization, or its authorized  
25 representative, membership dues in a labor organization; *provided*, that the

1 employer has received from each employee whose account such deductions  
2 are made, a written assignment which shall *not* be irrevocable for a period  
3 of more than one (1) year, or beyond the termination date of any applicable  
4 collective agreement or assignment, whichever occurs sooner.

5 **Section 4108. Interference Unlawful.** It shall be unlawful for  
6 any person, acting alone or in concert with one (1) or more persons:

7 (1) to interfere, or attempt to interfere, by force, intimidation,  
8 violence or threats thereof, with any person in the exercise of their  
9 right:

10 (a) to work;

11 (b) to pursue or engage in, any lawful vocation or  
12 business activity;

13 (c) to enter or leave any place of their employment; *or*

14 (d) to receive, ship or deliver materials, goods or  
15 services *not* prohibited by law; *or*

16 (2) to engage in picketing by force or violence or in such  
17 number or manner as to obstruct or interfere, or constitute a threat to  
18 obstruct or interfere, with:

19 (a) free ingress to, and egress from, any place of  
20 employment; *or*

21 (b) free use of roads, street, highways, sidewalks,  
22 railways or other public ways of travel, transportation or  
23 conveyance.

24 Nothing in this Section shall be construed so as to prohibit  
25 peaceful picketing permissible under the Labor Management

1 Relations Act of 1947, as amended, the Organic Act, and the United  
2 States Constitution.

3 **Section 4109. Labor Organization Contract Violating Right**  
4 **to Work Provisions.** It shall be unlawful for any labor organization  
5 to enter into or seek to effect any agreement, contract or arrangement  
6 with any employer declared to be unlawful by this Act.

7 **Section 4110. Penalties.** Any employer, labor organization  
8 or other person whomsoever who shall violate any provision of this  
9 Chapter shall be guilty of a misdemeanor; and upon conviction  
10 thereof in any Court of competent jurisdiction, shall be punished by  
11 imprisonment for *not less than* ten (10), nor more than thirty (30) days,  
12 or by a fine of *not less than* One Hundred Dollars (\$100.00) nor more  
13 than Two Thousand Dollars (\$2,000.00), or by both, at the discretion  
14 of the Court.

15 **Section 4111. Judicial Remedies.** Any person whose  
16 rights are adversely affected by any contract, agreement, assemblage  
17 or other act or thing done or threatened to be done and declared to be  
18 unlawful, or prohibited by this Chapter, shall have the right to apply  
19 to any Court having general equity jurisdiction for appropriate relief.  
20 The court, in any such proceeding, may grant and issue such  
21 restraining, and other orders as may be appropriate, including an  
22 injunction restraining and enjoining the performance, continuance,  
23 maintenance or commission of any such contract, agreement,  
24 assemblage, act or thing, and may determine and award, as justice  
25 may require, any actual damages, costs and attorneys' fees which

1 have been sustained or incurred by any party to the action, and in the  
2 discretion of the Court, punitive damages in addition to the actual  
3 damages. The provisions of this Section are cumulative and are in  
4 addition to all other remedies now or hereafter provided by law.

5 **Section 4112. Applicability of Right to Work Provisions.**

6 The provisions of this Act shall *not* apply to any contract, otherwise  
7 lawful, in force and effect on the effective date of this Act, but they  
8 shall apply to all contracts thereafter concluded and to any renewal  
9 or extension of existing contracts.

10 **Section 4113. Guam Employment Relations Act.** The

11 provisions of this Act shall *not* be construed to conflict with  
12 provisions of the Guam Employment Relations Act, Chapter 5 of  
13 Division 1 of Title 22 of the Guam Code Annotated.

14 **Section 4114. Severability.** *If any provision of this Act*

15 *or the application of any such provision to any person or*  
16 *circumstance should be held invalid by a Court of competent*  
17 *jurisdiction, the remainder of this Act or the application of its*  
18 *provisions to persons or circumstances other than those to which it is*  
19 *held invalid shall not be affected thereby."*

20 **Section 3.** Section 5201(g) is hereby *added* to Article 2, Chapter 5, Division  
21 1 of Title 22 of the Guam Code Annotated to read as follows:

22 "(g) for any employer, labor organization or employment agency to  
23 require any person to become or remain a member of any labor union or  
24 labor organization as a condition of employment or continuation of  
25 employment, or to require a person to abstain or refrain from membership



1 in any labor union or labor organization as a condition of employment or  
2 continuation of employment, or to require any person to pay dues, fees or  
3 other charges of any kind to any labor union or labor organization as a  
4 condition of employment.”

5 **Section 4. Savings Clause.** This Act and any repealer contained herein  
6 shall *not* be construed as affecting any existing right acquired under contract or  
7 acquired under statutes repealed or under any rule, regulation or order adopted  
8 under the statutes. Repealers contained in this Act shall *not* affect any proceeding  
9 instituted under or pursuant to prior law. The enactment of this Act shall *not*  
10 have the effect of terminating, or in any way modifying, any liability, civil or  
11 criminal, which shall already be in existence at the date this Act becomes  
12 effective.

13 **Section 5. Severability.** *If* any of the provisions of this Act, or the  
14 application thereof to any person or circumstances are held invalid, such  
15 invalidity shall *not* affect any other provision or application of this Act, which can  
16 be given effect without the invalid provisions or application, and to this end the  
17 provisions of this Act are severable.

18 **Section 6. Effective Date.** This Act shall take effect upon its approval by  
19 *I Maga'lahen Guâhan*, or upon its becoming law without such approval.



**MINA' BENTE SINGKO NA LIHESLATURAN GUÅHAN**  
**TWENTY-FIFTH GUAM LEGISLATURE**  
155 Hesler Street, Hagåtña, Guam 96910

May 12, 2000

The Honorable Carl T.C. Gutierrez  
*I Maga'lahaen Guåhan*  
*Ufisinan I Maga'lahi*  
*Hagåtña, Guam 96910*



Dear *Maga'lahi* Gutierrez:

Transmitted herewith are Substitute Bill Nos. 216(COR) & 267(LS) and Bill No. 340(COR) which were overridden by *I Mina'Bente Singko Na Liheslaturan Guåhan* on May 11, 2000, notwithstanding your veto.

Sincerely,

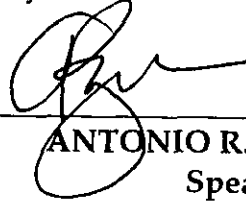
JOANNE M.S. BROWN  
Senator and Legislative Secretary

Enclosure

MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN  
2000 (SECOND) Regular Session

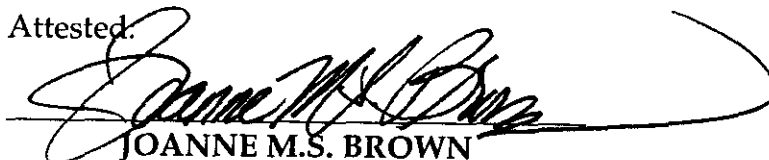
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ANTONIO R. UNPINGCO  
Speaker

Attested.



JOANNE M.S. BROWN  
Senator and Legislative Secretary

This Act was received by *I Maga'lahaen Guahan* this 15<sup>th</sup> day of May,  
2000, at 10:00 o'clock 9 .M.



Assistant Staff Officer  
*Maga'lahaen's Office*

APPROVED:

\_\_\_\_\_  
CARL T. C. GUTIERREZ  
*I Maga'lahaen Guahan*

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_

MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN  
2000 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUAHAN

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\_\_\_\_\_  
ANTONIO R. UNPINGCO  
Speaker

Attested:

\_\_\_\_\_  
JOANNE M.S. BROWN  
Senator and Legislative Secretary

-----  
This Act was received by *I Maga'lahaen Guahan* this \_\_\_\_\_ day of \_\_\_\_\_  
2000, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

APPROVED:

OFFICE OF THE LEGISLATIVE SECRETARY	
ACKNOWLEDGMENT RECEIPT	
Received By	<u>[Signature]</u>
Time	<u>2:58 PM.</u>
Date	<u>12 May 2000</u>

\_\_\_\_\_  
Assistant Staff Officer  
*Maga'lahaen's Office*

\_\_\_\_\_  
CARL T. C. GUTIERREZ  
*I Maga'lahaen Guahan*

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_

Office of the Speaker  
ANTONIO R. UNPINGCO  
Date: 05-12-00  
Time: 12:40  
Rec'd by: [Signature]  
Print Name: \_\_\_\_\_

**MINA' BENTE SINGKO NA LIHESLATURAN GUÁHAN**  
**1999 (FIRST) Regular Session**

**Bill No. 340 (COR)**

Introduced by:

S. A. Sanchez, II

Mark Forbes

E. B. Calvo

A. C. Lamorena, V

F. B. Aguon, Jr.

E. C. Bermudes

A. C. Blaz

J. M.S. Brown

M. G. Camacho

L. F. Kasperbauer

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8 the right to live.

9 (b) The policy of Guam, in the exercise of its sovereign police  
10 power, is to regulate the activities and affairs of employers and labor  
11 unions, their officers, agents, organizers and representatives.

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13 policy of Guam that the right of persons to work shall *not* be denied or  
14 abridged on account of membership or non-membership in any labor union  
15 or labor organization.

16 Section 4103. Unlawful Acts. It shall be unlawful for any  
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19 or of continuance of employment, to be or become or remain a  
20 member of affiliate of any labor organization or agency;

21 (2) to require any employee, as a condition of employment,  
22 or of continuance of employment, to abstain or refrain from  
23 membership in any labor organization; *or*

24 (3) to require any employee, as a condition of employment,  
25 or of continuance of employment, to pay any fees, dues, assessments

1 or other charges or sums of money whatsoever to any person or  
2 organization.

3 **Section 4104. Void Contracts.** A contract is void if it  
4 requires, that to work for an employer, employees or applicants for  
5 employment:

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13 of employment, or of continuance of employment by such employer, or  
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18 organizer; or an officer, member, agent, or representative of a labor union  
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20 permit or as a condition for the privilege to work from a person who is *not*  
21 a member of the union.

22 **Section 4107. Deductions from Wages.** Nothing in this  
23 Chapter shall preclude any employer from deducting from the wages of the  
24 employees and paying over to any labor organization, or its authorized  
25 representative, membership dues in a labor organization; *provided*, that the

1 employer has received from each employee whose account such deductions  
2 are made, a written assignment which shall *not* be irrevocable for a period  
3 of more than one (1) year, or beyond the termination date of any applicable  
4 collective agreement or assignment, whichever occurs sooner.

5 **Section 4108. Interference Unlawful.** It shall be unlawful for  
6 any person, acting alone or in concert with one (1) or more persons:

7 (1) to interfere, or attempt to interfere, by force, intimidation,  
8 violence or threats thereof, with any person in the exercise of their  
9 right:

10 (a) to work;

11 (b) to pursue or engage in, any lawful vocation or  
12 business activity;

13 (c) to enter or leave any place of their employment; *or*

14 (d) to receive, ship or deliver materials, goods or  
15 services *not* prohibited by law; *or*

16 (2) to engage in picketing by force or violence or in such  
17 number or manner as to obstruct or interfere, or constitute a threat to  
18 obstruct or interfere, with:

19 (a) free ingress to, and egress from, any place of  
20 employment; *or*

21 (b) free use of roads, street, highways, sidewalks,  
22 railways or other public ways of travel, transportation or  
23 conveyance.

24 Nothing in this Section shall be construed so as to prohibit  
25 peaceful picketing permissible under the Labor Management



1 Relations Act of 1947, as amended, the Organic Act, and the United  
2 States Constitution.

3 **Section 4109. Labor Organization Contract Violating Right**  
4 **to Work Provisions.** It shall be unlawful for any labor organization  
5 to enter into or seek to effect any agreement, contract or arrangement  
6 with any employer declared to be unlawful by this Act.

7 **Section 4110. Penalties.** Any employer, labor organization  
8 or other person whomsoever who shall violate any provision of this  
9 Chapter shall be guilty of a misdemeanor; and upon conviction  
10 thereof in any Court of competent jurisdiction, shall be punished by  
11 imprisonment for *not less than* ten (10), nor more than thirty (30) days,  
12 or by a fine of *not less than* One Hundred Dollars (\$100.00) nor more  
13 than Two Thousand Dollars (\$2,000.00), or by both, at the discretion  
14 of the Court.

15 **Section 4111. Judicial Remedies.** Any person whose  
16 rights are adversely affected by any contract, agreement, assemblage  
17 or other act or thing done or threatened to be done and declared to be  
18 unlawful, or prohibited by this Chapter, shall have the right to apply  
19 to any Court having general equity jurisdiction for appropriate relief.  
20 The court, in any such proceeding, may grant and issue such  
21 restraining, and other orders as may be appropriate, including an  
22 injunction restraining and enjoining the performance, continuance,  
23 maintenance or commission of any such contract, agreement,  
24 assemblage, act or thing, and may determine and award, as justice  
25 may require, any actual damages, costs and attorneys' fees which

1 have been sustained or incurred by any party to the action, and in the  
2 discretion of the Court, punitive damages in addition to the actual  
3 damages. The provisions of this Section are cumulative and are in  
4 addition to all other remedies now or hereafter provided by law.

5 **Section 4112. Applicability of Right to Work Provisions.**

6 The provisions of this Act shall *not* apply to any contract, otherwise  
7 lawful, in force and effect on the effective date of this Act, but they  
8 shall apply to all contracts thereafter concluded and to any renewal  
9 or extension of existing contracts.

10 **Section 4113. Guam Employment Relations Act.** The

11 provisions of this Act shall *not* be construed to conflict with  
12 provisions of the Guam Employment Relations Act, Chapter 5 of  
13 Division 1 of Title 22 of the Guam Code Annotated.

14 **Section 4114. Severability.** *If any provision of this Act*

15 *or the application of any such provision to any person or*  
16 *circumstance should be held invalid by a Court of competent*  
17 *jurisdiction, the remainder of this Act or the application of its*  
18 *provisions to persons or circumstances other than those to which it is*  
19 *held invalid shall not be affected thereby."*

20 **Section 3.** Section 5201(g) is hereby *added* to Article 2, Chapter 5, Division  
21 1 of Title 22 of the Guam Code Annotated to read as follows:

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23 require any person to become or remain a member of any labor union or  
24 labor organization as a condition of employment or continuation of  
25 employment, or to require a person to abstain or refrain from membership

1 in any labor union or labor organization as a condition of employment or  
2 continuation of employment, or to require any person to pay dues, fees or  
3 other charges of any kind to any labor union or labor organization as a  
4 condition of employment.”

5 **Section 4. Savings Clause.** This Act and any repealer contained herein  
6 shall *not* be construed as affecting any existing right acquired under contract or  
7 acquired under statutes repealed or under any rule, regulation or order adopted  
8 under the statutes. Repealers contained in this Act shall *not* affect any proceeding  
9 instituted under or pursuant to prior law. The enactment of this Act shall *not*  
10 have the effect of terminating, or in any way modifying, any liability, civil or  
11 criminal, which shall already be in existence at the date this Act becomes  
12 effective.

13 **Section 5. Severability.** *If* any of the provisions of this Act, or the  
14 application thereof to any person or circumstances are held invalid, such  
15 invalidity shall *not* affect any other provision or application of this Act, which can  
16 be given effect without the invalid provisions or application, and to this end the  
17 provisions of this Act are severable.

18 **Section 6. Effective Date.** This Act shall take effect upon its approval by  
19 *I Maga’lahen Guâhan*, or upon its becoming law without such approval.

*Overridden*

**I MINA' BENTE SINGKO NA LIHESLATURAN GUAHAN**  
**2000 (SECOND) Regular Session**

Date: 5/11/00

**VOTING SHEET**

VETOED

Bill No. 340(COR)

Resolution No. \_\_\_\_\_

Question: Notwithstanding the objections of the Governor, shall Vetoed Bill 340(COR) be overridden?

<u>NAME</u>	<u>YEAS</u>	<u>NAYS</u>	<u>NOT VOTING/ ABSTAINED</u>	<u>OUT DURING ROLL CALL</u>	<u>ABSENT</u>
AGUON, Frank B., Jr.		✓			
BERMUDES, Eulogio C.		✓			
BLAZ, Anthony C.	11 ✓				
BROWN, Joanne M.S.		✓			
CALVO, Eduardo B.	✓				
CAMACHO, Marcel G.	✓				
FORBES, Mark	✓				
KASPERBAUER, Lawrence F.	✓				
LAMORENA, Alberto C., V	✓				
LEON GUERRERO, Carlotta A.	✓				
MOYLAN, Kaleo Scott	✓				
PANGELINAN, Vicente C.		✓			
SALAS, John C.	✓				
SANCHEZ, Simon A., II	✓				
UNPINGCO, Antonio R.		✓			

TOTAL

10      5

CERTIFIED TRUE AND CORRECT:

\_\_\_\_\_  
Clerk of the Legislature

\* 3 Passes = No vote  
EA = Excused Absence

6

# I MINA' BENTE SINGKO NA LIHESLATURAN GUAHAN

2000 (SECOND) Regular Session

Date: 3/9/00

## VOTING SHEET

Bill No. 340(COR)

Resolution No. \_\_\_\_\_

Question: \_\_\_\_\_

<u>NAME</u>	<u>YEAS</u>	<u>NAYS</u>	<u>NOT VOTING/ ABSTAINED</u>	<u>OUT DURING ROLL CALL</u>	<u>ABSENT</u>
AGUON, Frank B., Jr.		✓			
BERMUDES, Eulogio C.		✓			
BLAZ, Anthony C.					✓
BROWN, Joanne M.S.		✓			
CALVO, Eduardo B.	✓				
CAMACHO, Marcel G.	✓				
FORBES, Mark	✓				
KASPERBAUER, Lawrence F.	✓				
LAMORENA, Alberto C., V	✓				
LEON GUERRERO, Carlotta A.	✓				
MOYLAN, Kaleo Scott	✓				
PANGELINAN, Vicente C.		✓			
SALAS, John C.	✓				
SANCHEZ, Simon A., II	✓				
UNPINGCO, Antonio R.		✓			

TOTAL

9   5   \_\_\_\_\_   \_\_\_\_\_   1

CERTIFIED TRUE AND CORRECT:

\_\_\_\_\_  
Clerk of the Legislature

\* 3 Passes = No vote  
EA = Excused Absence

**CLERK OF THE LEGISLATURE**  
**TRANSMISSION CHECKLIST TO I MAGA'LAHEN GUAHAN**

(Included in File w/ All Bills Transmitted)

BILL NO. 340(ca)

**FINAL PROOF-READING OF BLUEBACK COPY**

Initialed by:

and Date:

- EXHIBITS ATTACHED None
- CONFIRM NUMBER OF PAGES 4
- CAPTION ON CERTIFICATION MATCHES BILL CAPTION
- ENGROSSED SIGN "\*" REMOVED FROM BILL
- 15 SENATORS IN SPONSORSHIP OR CONFIRM OTHERWISE
- CERTIFICATION SIGNED BY SPEAKER & LEGIS. SECRETARY
- EMERGENCY DECLARATION, if any No

Confirmed By: \_\_\_\_\_

[Signature]

Dated: \_\_\_\_\_

5/12/200

- HAND CARRY BILL IN BLUEBACK (ORIGINAL & COPY)  
TO THE GOVERNOR. (DANNY, ROBERT OR OTHERS )
- ACKNOWLEDGED COPY W/ ORIGINAL BLUEBACK  
PLACED ON CLERK'S DESK. (Same copy given to Susan)
  
- FILED by: Danny, Robert or others



COPY

**MINA' BENTE SINGKO NA LIHESLATURAN GUAHAN**  
**TWENTY-FIFTH GUAM LEGISLATURE**  
155 Hesler Street, Hagåtña, Guam 96910

March 31, 2000

(Date)

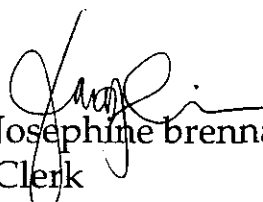
MEMORANDUM

To: Senator Simon A. Sanchez, II

From: Clerk of the Legislature

Subject: Veto Bill No. 340(COR)

As the main sponsor of Bill No. 340(cor) attached is the Veto message by *I Maga'lahi* on Mar. 31, 2000 for your information.

  
Josephine brennan-badley  
Clerk

Attachment

**received**

*Reper.*  
*3/31/00*



OFFICE OF THE GOVERNOR  
GUAM

MAR 31 2000

The Honorable Joanne M. S. Brown  
Legislative Secretary  
I Mina'Bente Singko na Liheslaturan Guåhan  
Twenty-Fifth Guam Legislature  
Suite 200  
130 Aspal Street  
Hagåtña, Guam 96910

OFFICE OF THE LEGISLATIVE SECRETARY  
ACKNOWLEDGMENT RECEIPT

Received By [Signature]

Time 11:02 am

Date 31 March 2000

Dear Legislative Secretary Brown:

Enclosed please find Bill No. 340 (COR), "AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES", which I have vetoed.

This legislation is part of a larger nation-wide effort to enact provisions which make it illegal for employers and unions to negotiate to include provisions in their contracts to require non-union members who benefit from union representation in employer-employee disputes to pay the costs for this required union benefit. It has already long been illegal under federal law to require union membership as a condition of employment. As a practical matter, unions can bargain to enforce the payment by non-union members, in units which are unionized, of the non-union members' share of the cost of union representation. In a bargaining unit, a union must provide representation to those members of the bargaining unit who do not chose to belong to the union, as well as to those who are union members.

As an observation, there is very little union activity on Guam, and there has been very little for many years. Basically, employees are generally happy with their employers and seem to be happy with the salary and benefits that they receive. As long as employers are generally fair to their

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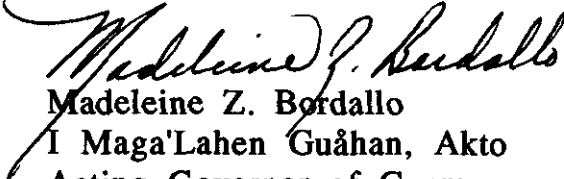


employees, unions will not be popular. However, a situation could arise in which employees may want to unionize, as is their right. In this type of situation, employers must allow their employees to join together to enhance their bargaining power. Practically speaking, individual employees at the lower end of the economic ladder do not have any bargaining power with their employers, especially in a market where many workers are unemployed.

Fear of possible union activity is no reason to prevent unions from bargaining for a provision to collect funds on behalf of non-union members who use union services. This unfounded fear itself may be the motivator to encourage greater union activities.

Guam will be better served by employers concentrating on producing the type of working conditions and salaries which make unionizing irrelevant. In an economy experiencing a downturn, all sectors of the community need to come together to protect each other until a better economy is realized by all. We need not "protect" any sector from bogus fears.

Very truly yours,

  
Madeleine Z. Bordallo  
I Maga'Lahen Guåhan, Akto  
Acting Governor of Guam

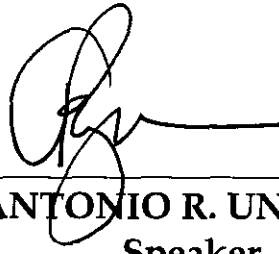
Attachment:      copy attached for signed bill or overridden bill  
                         original attached for vetoed bill

cc:    The Honorable A.R. Unpingco  
       Speaker

MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN  
2000 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUAHAN

This is to certify that Bill No. 340 (COR) "AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES," was on the 9<sup>th</sup> day of March 2000, duly and regularly passed.




ANTONIO R. UNPINGCO  
Speaker

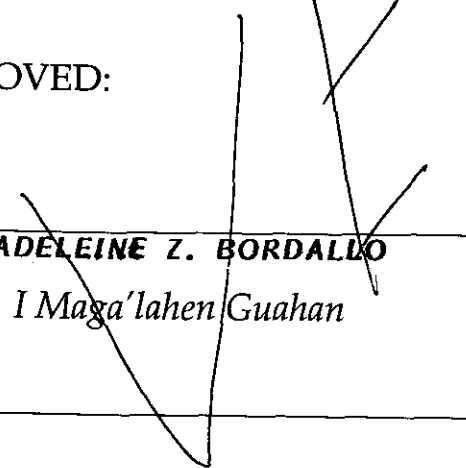
Attested:

  
JOANNE M.S. BROWN  
Senator and Legislative Secretary

This Act was received by I Maga'lahaen Guahan this 21<sup>st</sup> day of March, 2000,  
at 2:12 o'clock P.M.

  
Assistant Staff Officer  
Maga'lahaen's Office

APPROVED:

  
MADELEINE Z. BORDALLO

Akto I Maga'lahaen Guahan

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_

**MINA' BENTE SINGKO NA LIHESLATURAN GUÅHAN**  
**1999 (FIRST) Regular Session**

**Bill No. 340 (COR)**

Introduced by:

S. A. Sanchez, II  
Mark Forbes  
E. B. Calvo  
A. C. Lamorena, V  
F. B. Aguon, Jr.  
E. C. Bermudes  
A. C. Blaz  
J. M.S. Brown  
M. G. Camacho  
L. F. Kasperbauer  
C. A. Leon Guerrero  
K. S. Moylan  
V. C. Pangelinan  
J. C. Salas

**AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES.**

1        **BE IT ENACTED BY THE PEOPLE OF GUAM:**

2        **Section 1. Short Title.**        This Act may be cited as the "*Right To Work*  
3 *Act of 2000.*"

4        **Section 2.** Chapter 4 is hereby *added* to Division 1 of Title 22 of Guam Code

1 Annotated to read as follows:

2 **"CHAPTER 4.**

3 **RIGHT TO WORK.**

4 **Section 4101. Legislative Findings. Policy.**

5 (a) *I Liheslaturan Guåhan* finds that workers must be  
6 protected without regard to whether they are unionized. The right to  
7 work is an inherent right of an individual and is an integral part of  
8 the right to live.

9 (b) The policy of Guam, in the exercise of its sovereign police  
10 power, is to regulate the activities and affairs of employers and labor  
11 unions, their officers, agents, organizers and representatives.

12 **Section 4102. Policy.** It is hereby declared to be the public  
13 policy of Guam that the right of persons to work shall *not* be denied or  
14 abridged on account of membership or non-membership in any labor union  
15 or labor organization.

16 **Section 4103. Unlawful Acts.** It shall be unlawful for any  
17 employer:

18 (1) to require any employee, as a condition of employment,  
19 or of continuance of employment, to be or become or remain a  
20 member of affiliate of any labor organization or agency;

21 (2) to require any employee, as a condition of employment,  
22 or of continuance of employment, to abstain or refrain from  
23 membership in any labor organization; *or*

24 (3) to require any employee, as a condition of employment,  
25 or of continuance of employment, to pay any fees, dues, assessments

1 or other charges or sums of money whatsoever to any person or  
2 organization.

3 **Section 4104. Void Contracts.** A contract is void if it  
4 requires, that to work for an employer, employees or applicants for  
5 employment:

6 (1) must be, or may *not* be, members of a labor union; *or*

7 (2) must remain, or may *not* remain, members of a labor  
8 union.

9 **Section 4105. Unlawful Agreements.** Any agreement or  
10 combination between any employer and any labor organization whereby  
11 persons *not* members of such labor organization shall be denied the right to  
12 work for such employer, or whereby such membership is made a condition  
13 of employment, or of continuance of employment by such employer, or  
14 whereby any such union or organization acquires an employment  
15 monopoly in any enterprise, is hereby declared to be against public policy,  
16 unlawful and an illegal combination or conspiracy.

17 **Section 4106. Fee for Work Prohibited.** A labor union; labor  
18 organizer; or an officer, member, agent, or representative of a labor union  
19 may *not* collect, receive or demand, directly or indirectly, a fee as a work  
20 permit or as a condition for the privilege to work from a person who is *not*  
21 a member of the union.

22 **Section 4107. Deductions from Wages.** Nothing in this  
23 Chapter shall preclude any employer from deducting from the wages of the  
24 employees and paying over to any labor organization, or its authorized  
25 representative, membership dues in a labor organization; *provided*, that the

1 employer has received from each employee whose account such deductions  
2 are made, a written assignment which shall *not* be irrevocable for a period  
3 of more than one (1) year, or beyond the termination date of any applicable  
4 collective agreement or assignment, whichever occurs sooner.

5 **Section 4108. Interference Unlawful.** It shall be unlawful for  
6 any person, acting alone or in concert with one (1) or more persons:

7 (1) to interfere, or attempt to interfere, by force, intimidation,  
8 violence or threats thereof, with any person in the exercise of their  
9 right:

10 (a) to work;

11 (b) to pursue or engage in, any lawful vocation or  
12 business activity;

13 (c) to enter or leave any place of their employment; *or*

14 (d) to receive, ship or deliver materials, goods or  
15 services *not* prohibited by law; *or*

16 (2) to engage in picketing by force or violence or in such  
17 number or manner as to obstruct or interfere, or constitute a threat to  
18 obstruct or interfere, with:

19 (a) free ingress to, and egress from, any place of  
20 employment; *or*

21 (b) free use of roads, street, highways, sidewalks,  
22 railways or other public ways of travel, transportation or  
23 conveyance.

24 Nothing in this Section shall be construed so as to prohibit  
25 peaceful picketing permissible under the Labor Management

1 Relations Act of 1947, as amended, the Organic Act, and the United  
2 States Constitution.

3 **Section 4109. Labor Organization Contract Violating Right**  
4 **to Work Provisions.** It shall be unlawful for any labor organization  
5 to enter into or seek to effect any agreement, contract or arrangement  
6 with any employer declared to be unlawful by this Act.

7 **Section 4110. Penalties.** Any employer, labor organization  
8 or other person whomsoever who shall violate any provision of this  
9 Chapter shall be guilty of a misdemeanor; and upon conviction  
10 thereof in any Court of competent jurisdiction, shall be punished by  
11 imprisonment for *not less than* ten (10), nor more than thirty (30) days,  
12 or by a fine of *not less than* One Hundred Dollars (\$100.00) nor more  
13 than Two Thousand Dollars (\$2,000.00), or by both, at the discretion  
14 of the Court.

15 **Section 4111. Judicial Remedies.** Any person whose  
16 rights are adversely affected by any contract, agreement, assemblage  
17 or other act or thing done or threatened to be done and declared to be  
18 unlawful, or prohibited by this Chapter, shall have the right to apply  
19 to any Court having general equity jurisdiction for appropriate relief.

20 The court, in any such proceeding, may grant and issue such  
21 restraining, and other orders as may be appropriate, including an  
22 injunction restraining and enjoining the performance, continuance,  
23 maintenance or commission of any such contract, agreement,  
24 assemblage, act or thing, and may determine and award, as justice  
25 may require, any actual damages, costs and attorneys' fees which

1 have been sustained or incurred by any party to the action, and in the  
2 discretion of the Court, punitive damages in addition to the actual  
3 damages. The provisions of this Section are cumulative and are in  
4 addition to all other remedies now or hereafter provided by law.

5 **Section 4112. Applicability of Right to Work Provisions.**

6 The provisions of this Act shall *not* apply to any contract, otherwise  
7 lawful, in force and effect on the effective date of this Act, but they  
8 shall apply to all contracts thereafter concluded and to any renewal  
9 or extension of existing contracts.

10 **Section 4113. Guam Employment Relations Act.** The

11 provisions of this Act shall *not* be construed to conflict with  
12 provisions of the Guam Employment Relations Act, Chapter 5 of  
13 Division 1 of Title 22 of the Guam Code Annotated.

14 **Section 4114. Severability.** *If any provision of this Act*

15 *or the application of any such provision to any person or*  
16 *circumstance should be held invalid by a Court of competent*  
17 *jurisdiction, the remainder of this Act or the application of its*  
18 *provisions to persons or circumstances other than those to which it is*  
19 *held invalid shall not be affected thereby."*

20 **Section 3.** Section 5201(g) is hereby *added* to Article 2, Chapter 5, Division  
21 1 of Title 22 of the Guam Code Annotated to read as follows:

22 "(g) for any employer, labor organization or employment agency to  
23 require any person to become or remain a member of any labor union or  
24 labor organization as a condition of employment or continuation of  
25 employment, or to require a person to abstain or refrain from membership



1 in any labor union or labor organization as a condition of employment or  
2 continuation of employment, or to require any person to pay dues, fees or  
3 other charges of any kind to any labor union or labor organization as a  
4 condition of employment.”

5 **Section 4. Savings Clause.** This Act and any repealer contained herein  
6 shall *not* be construed as affecting any existing right acquired under contract or  
7 acquired under statutes repealed or under any rule, regulation or order adopted  
8 under the statutes. Repealers contained in this Act shall *not* affect any proceeding  
9 instituted under or pursuant to prior law. The enactment of this Act shall *not*  
10 have the effect of terminating, or in any way modifying, any liability, civil or  
11 criminal, which shall already be in existence at the date this Act becomes  
12 effective.

13 **Section 5. Severability.** *If* any of the provisions of this Act, or the  
14 application thereof to any person or circumstances are held invalid, such  
15 invalidity shall *not* affect any other provision or application of this Act, which can  
16 be given effect without the invalid provisions or application, and to this end the  
17 provisions of this Act are severable.

18 **Section 6. Effective Date.** This Act shall take effect upon its approval by  
19 *I Maga’lahen Guåhan*, or upon its becoming law without such approval.

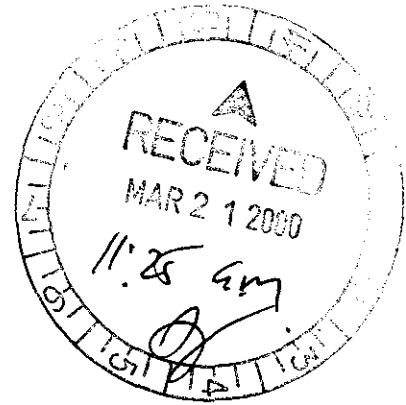


COPY

**MINA' BENTE SINGKO NA LIHESLATURAN GUÅHAN**  
**TWENTY-FIFTH GUAM LEGISLATURE**  
155 Hesler Street, Hagåtña, Guam 96910

March 21, 2000

The Honorable Carl T.C. Gutierrez  
*I Maga'lahaen Guåhan*  
*Ufisinan I Maga'lahi*  
*Hagåtña, Guam 96910*



Dear *Maga'lahi* Gutierrez:

Transmitted herewith is Bill No. 340(COR) which was passed by *I Mina'Bente Singko Na Liheslaturan Guåhan* on March 9, 2000.

Sincerely,

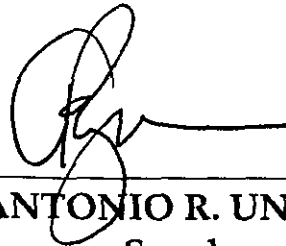
JOANNE M.S. BROWN  
Senator and Legislative Secretary

Enclosure (1)

MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN  
2000 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUAHAN

This is to certify that Bill No. 340 (COR) "AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES," was on the 9<sup>th</sup> day of March 2000, duly and regularly passed.



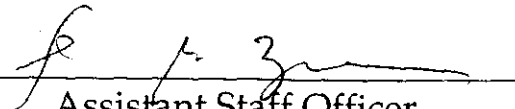
ANTONIO R. UNPINGCO  
Speaker

Attested:



JOANNE M.S. BROWN  
Senator and Legislative Secretary

-----  
This Act was received by I Maga'lahaen Guahan this 21<sup>ST</sup> day of March, 2000,  
at 2:12 o'clock P.M.



Assistant Staff Officer  
Maga'lahaen's Office

APPROVED:

\_\_\_\_\_  
CARL T. C. GUTIERREZ  
I Maga'lahaen Guahan

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_

**MINA' BENTE SINGKO NA LIHESLATURAN GUÅHAN**  
**1999 (FIRST) Regular Session**

**Bill No. 340 (COR)**

Introduced by:

S. A. Sanchez, II  
Mark Forbes  
E. B. Calvo  
A. C. Lamorena, V  
F. B. Aguon, Jr.  
E. C. Bermudes  
A. C. Blaz  
J. M.S. Brown  
M. G. Camacho  
L. F. Kasperbauer  
C. A. Leon Guerrero  
K. S. Moylan  
V. C. Pangelinan  
J. C. Salas

**AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND  
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DIVISION 1, BOTH OF TITLE 22 OF THE GUAM  
CODE ANNOTATED, RELATIVE TO  
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PURPOSES.**

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1 Annotated to read as follows:

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3 **RIGHT TO WORK.**

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6 protected without regard to whether they are unionized. The right to  
7 work is an inherent right of an individual and is an integral part of  
8 the right to live.

9 (b) The policy of Guam, in the exercise of its sovereign police  
10 power, is to regulate the activities and affairs of employers and labor  
11 unions, their officers, agents, organizers and representatives.

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14 abridged on account of membership or non-membership in any labor union  
15 or labor organization.

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19 or of continuance of employment, to be or become or remain a  
20 member of affiliate of any labor organization or agency;

21 (2) to require any employee, as a condition of employment,  
22 or of continuance of employment, to abstain or refrain from  
23 membership in any labor organization; *or*

24 (3) to require any employee, as a condition of employment,  
25 or of continuance of employment, to pay any fees, dues, assessments

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20 permit or as a condition for the privilege to work from a person who is *not*  
21 a member of the union.

22 **Section 4107. Deductions from Wages.** Nothing in this  
23 Chapter shall preclude any employer from deducting from the wages of the  
24 employees and paying over to any labor organization, or its authorized  
25 representative, membership dues in a labor organization; *provided*, that the

1 employer has received from each employee whose account such deductions  
2 are made, a written assignment which shall *not* be irrevocable for a period  
3 of more than one (1) year, or beyond the termination date of any applicable  
4 collective agreement or assignment, whichever occurs sooner.

5 **Section 4108. Interference Unlawful.** It shall be unlawful for  
6 any person, acting alone or in concert with one (1) or more persons:

7 (1) to interfere, or attempt to interfere, by force, intimidation,  
8 violence or threats thereof, with any person in the exercise of their  
9 right:

10 (a) to work;

11 (b) to pursue or engage in, any lawful vocation or  
12 business activity;

13 (c) to enter or leave any place of their employment; *or*

14 (d) to receive, ship or deliver materials, goods or  
15 services *not* prohibited by law; *or*

16 (2) to engage in picketing by force or violence or in such  
17 number or manner as to obstruct or interfere, or constitute a threat to  
18 obstruct or interfere, with:

19 (a) free ingress to, and egress from, any place of  
20 employment; *or*

21 (b) free use of roads, street, highways, sidewalks,  
22 railways or other public ways of travel, transportation or  
23 conveyance.

24 Nothing in this Section shall be construed so as to prohibit  
25 peaceful picketing permissible under the Labor Management

1 Relations Act of 1947, as amended, the Organic Act, and the United  
2 States Constitution.

3 **Section 4109. Labor Organization Contract Violating Right**  
4 **to Work Provisions.** It shall be unlawful for any labor organization  
5 to enter into or seek to effect any agreement, contract or arrangement  
6 with any employer declared to be unlawful by this Act.

7 **Section 4110. Penalties.** Any employer, labor organization  
8 or other person whomsoever who shall violate any provision of this  
9 Chapter shall be guilty of a misdemeanor; and upon conviction  
10 thereof in any Court of competent jurisdiction, shall be punished by  
11 imprisonment for *not less than* ten (10), nor more than thirty (30) days,  
12 or by a fine of *not less than* One Hundred Dollars (\$100.00) nor more  
13 than Two Thousand Dollars (\$2,000.00), or by both, at the discretion  
14 of the Court.

15 **Section 4111. Judicial Remedies.** Any person whose  
16 rights are adversely affected by any contract, agreement, assemblage  
17 or other act or thing done or threatened to be done and declared to be  
18 unlawful, or prohibited by this Chapter, shall have the right to apply  
19 to any Court having general equity jurisdiction for appropriate relief.  
20 The court, in any such proceeding, may grant and issue such  
21 restraining, and other orders as may be appropriate, including an  
22 injunction restraining and enjoining the performance, continuance,  
23 maintenance or commission of any such contract, agreement,  
24 assemblage, act or thing, and may determine and award, as justice  
25 may require, any actual damages, costs and attorneys' fees which



1 have been sustained or incurred by any party to the action, and in the  
2 discretion of the Court, punitive damages in addition to the actual  
3 damages. The provisions of this Section are cumulative and are in  
4 addition to all other remedies now or hereafter provided by law.

5 **Section 4112. Applicability of Right to Work Provisions.**

6 The provisions of this Act shall *not* apply to any contract, otherwise  
7 lawful, in force and effect on the effective date of this Act, but they  
8 shall apply to all contracts thereafter concluded and to any renewal  
9 or extension of existing contracts.

10 **Section 4113. Guam Employment Relations Act.** The

11 provisions of this Act shall *not* be construed to conflict with  
12 provisions of the Guam Employment Relations Act, Chapter 5 of  
13 Division 1 of Title 22 of the Guam Code Annotated.

14 **Section 4114. Severability.** *If any provision of this Act*

15 *or the application of any such provision to any person or*  
16 *circumstance should be held invalid by a Court of competent*  
17 *jurisdiction, the remainder of this Act or the application of its*  
18 *provisions to persons or circumstances other than those to which it is*  
19 *held invalid shall not be affected thereby."*

20 **Section 3.** Section 5201(g) is hereby *added* to Article 2, Chapter 5, Division  
21 1 of Title 22 of the Guam Code Annotated to read as follows:

22 "(g) for any employer, labor organization or employment agency to  
23 require any person to become or remain a member of any labor union or  
24 labor organization as a condition of employment or continuation of  
25 employment, or to require a person to abstain or refrain from membership

1 in any labor union or labor organization as a condition of employment or  
2 continuation of employment, or to require any person to pay dues, fees or  
3 other charges of any kind to any labor union or labor organization as a  
4 condition of employment.”

5 **Section 4. Savings Clause.** This Act and any repealer contained herein  
6 shall *not* be construed as affecting any existing right acquired under contract or  
7 acquired under statutes repealed or under any rule, regulation or order adopted  
8 under the statutes. Repealers contained in this Act shall *not* affect any proceeding  
9 instituted under or pursuant to prior law. The enactment of this Act shall *not*  
10 have the effect of terminating, or in any way modifying, any liability, civil or  
11 criminal, which shall already be in existence at the date this Act becomes  
12 effective.

13 **Section 5. Severability.** *If* any of the provisions of this Act, or the  
14 application thereof to any person or circumstances are held invalid, such  
15 invalidity shall *not* affect any other provision or application of this Act, which can  
16 be given effect without the invalid provisions or application, and to this end the  
17 provisions of this Act are severable.

18 **Section 6. Effective Date.** This Act shall take effect upon its approval by  
19 *I Maga’lahen Guåhan*, or upon its becoming law without such approval.

**CLERK OF THE LEGISLATURE**  
**TRANSMISSION CHECKLIST TO I MAGA'LAHEN GUAHAN**  
(Included in File w/ All Bills Transmitted)

BILL NO. *340 (copy)*

**FINAL PROOF-READING OF BLUEBACK COPY**

Initialed by:

and Date:

- EXHIBITS ATTACHED *W/S*
- CONFIRM NUMBER OF PAGES *7*
- CAPTION ON CERTIFICATION MATCHES BILL CAPTION
- ENGROSSED SIGN "\*" REMOVED FROM BILL
- 14* SENATORS IN SPONSORSHIP OR CONFIRM OTHERWISE
- CERTIFICATION SIGNED BY SPEAKER & LEGIS. SECRETARY
- EMERGENCY DECLARATION, if any *None*

Confirmed By: *[Signature]*

Dated: \_\_\_\_\_

- HAND CARRY BILL IN BLUEBACK (ORIGINAL & COPY)  
TO THE GOVERNOR. (DANNY, ROBERT OR OTHERS )
- ACKNOWLEDGED COPY W/ ORIGINAL BLUEBACK  
PLACED ON CLERK'S DESK. (Same copy given to Susan)
- FILED by: Danny, Robert or others

30  
2/15/00



COMMITTEE ON JUDICIARY, PUBLIC SAFETY,  
CONSUMER PROTECTION, AND HUMAN RESOURCES  
DEVELOPMENT

I MINA' BENTE SINGKO NA LIHESLATURAN GUAHAN

JOHN CAMACHO SALAS, CHAIRMAN

January 24, 2000

The Honorable Antonio R. Unpingco, Speaker  
I Mina' Bente Singko na Liheslaturan Guahan  
155 Hesler Street  
Hagatna, Guam 96910

The Committee on Judiciary, Public Safety, Consumer Protection & Human Resources Development to which was referred Bill No. 340, has had the same under consideration and now wishes to report back the same with the recommendation **TO DO PASS**.

The Committee votes are as follows:

To Do Pass	<u>6</u>
Not To Pass	<u>0</u>
Abstain	<u>0</u>
Other (Off-Island)	<u>0</u>

A copy of the Committee's report and other pertinent documents are attached for your reference and information

Sincerely,

*John C. Salas*  
 Senator John Camacho Salas  
 Chairman

MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN  
2000 (SECOND) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUAHAN

This is to certify that Bill No. 340 (COR) "AN ACT TO ADD CHAPTER 4 TO DIVISION 1, AND TO ADD §5201(g) TO ARTICLE 2, CHAPTER 5, DIVISION 1, BOTH OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES," was on the 9<sup>th</sup> day of March 2000, duly and regularly passed.

\_\_\_\_\_  
ANTONIO R. UNPINGCO  
Speaker

Attested:

\_\_\_\_\_  
JOANNE M.S. BROWN  
Senator and Legislative Secretary

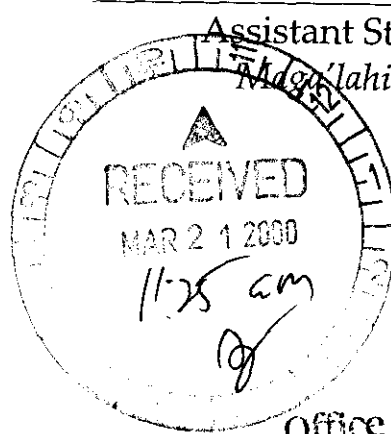
-----  
This Act was received by *I Maga'lahen Guahan* this \_\_\_\_\_ day of \_\_\_\_\_, 2000,  
at \_\_\_\_\_ o'clock \_\_\_\_\_M.

APPROVED:

\_\_\_\_\_  
CARL T. C. GUTIERREZ  
*I Maga'lahen Guahan*

Date: \_\_\_\_\_

Public Law No. \_\_\_\_\_



Office of the Speaker  
ANTONIO R. UNPINGCO

Date: 03-21-00

Time: 0950

Sec'd by: \_\_\_\_\_

Print Name: Antonio R. Unpingco



COMMITTEE ON JUDICIARY, PUBLIC SAFETY,  
CONSUMER PROTECTION, AND HUMAN RESOURCES  
DEVELOPMENT

I MINA'BENTE SINGKO NA LIHESLATURAN GUAHAN

JOHN CAMACHO SALAS, CHAIRMAN

January 18, 2000

To: Senator Kaleo S. Moylan, Vice Chairperson  
Speaker Antonio R. Unpingco, Ex-officio  
Senator Frank B. Aguon, Jr.  
Senator Joanne M.S. Brown  
Senator Mark Forbes  
Senator Alberto C. Lamorena, V  
Senator Carlotta A. Leon Guerrero

From: Chairman

Subject: Voting

Please find the attached committee report and voting sheet for the following:

BILL 340: AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (g) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES. *Sponsored by S. Sanchez, M. Forbes, E. Calvo, A. Lamorena.*

If you have any questions on the above, please contact my Chief-of-Staff, Rowena Bartonico, for assistance. Thank you for your cooperation.

  
John Camacho Salas



25th GUAM LEGISLATURE

# SENATOR JOHN CAMACHO SALAS CHAIRMAN

## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

### VOTING SHEET

**BILL NUMBER 340**

**TITLE AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES**

	TO DO PASS	NOT TO PASS	ABSTAIN	INACTIVE FILE
 John Camacho Salas, Chairman	✓			
 Kaleo S. Moylan, Vice-Chairman	✓			
 Frank B. Aguon, Jr., Member		(To Report Out only)		
Joanne M.S. Brown, Member				
 Mark Forbes, Member				
 Alberto C. Lamorena V, Member	✓			
 Carlotta A. Leon Guerrero, Member				
Antonio R. Unpingco, Ex-Officio				

Committee on Judiciary, Public Safety, Consumer Protection, and  
Human Resources Development  
Committee Report on Bill 340  
Publicly Heard Friday, November 19, 1999

Bill 340: An act to create a new Chapter 4 to Division 1 of Title 22 of the Guam Code Annotated, and to add a new Subsection (g) to Section 5201, Title 22, Relative to establishing policy and provisions to ensure employees' choice; and for other purposes. *Sponsored by S. Sanchez, M. Forbes, E. Calvo, A. Lamorena.*

**I. ATTENDANCE**

- Senator John C. Salas, Chairman
- Senator Frank B. Aguon, Member
- Senator Mark Forbes Jr., Member
- Senator Alberto C. Lamorena V, Member
- Senator Eduardo B. Calvo
- Senator Marcel G. Camacho
- Senator Vicente C. Pangelinan
- Senator Simon A. Sanchez II

**II. MAIN SPONSORS**

Senator Simon A. Sanchez II  
Senator Mark Forbes  
Senator Eduardo B. Calvo  
Senator Alberto C. Lamorena V

**III. FORMAT**

The committee received a large quantity of testimony before, during and after the public hearing. In all, 194 individuals signed-up to provide testimony, with 117 submitting written testimony. After careful review of the written testimony, it can be surmised that a common theme exists on the part of supporters and opponents of Bill 340. This report will strive to accurately relay these common points without providing a description of each individual's testimony. However, witnesses' written testimonies are included in this Committee Report. The Committee will make the tape recording of the hearing available to those wishing to review actual oral testimony provided.

Further, statements made by witnesses are included in this report only if they were part of a discussion to clarify an issue or question, or is appreciably different to views already expressed.

**IV. TESTIMONY**

**Chairman Salas** welcomed witnesses and panelist to the public hearing and proceeded to explain the ground rules for the hearing. The Chairman emphasized that everyone is expected to show the utmost courtesy to each other during the hearing. Chairman Salas also noted that the Committee had received, at the initiative of several companies, sign-up sheets to testify during the hearing. These individuals were given the opportunity to testify first and those individuals that have signed up on the day of the hearing would then testify.

**Companies and organizations represented in support of Bill 340 are:**

Guam Hotel & Restaurant Association	HST Guam, Inc.
Guam Contractors Association	AD Sanford, Inc.
Japan Guam Travel Association	Micronesia Hospitality Inc.
Guam Chamber of Commerce	Happy Holiday Micronesia
Outrigger Hotel	Micronesia Holiday Tours
Onward Agana Beach Hotel	Sandcastle Guam
Guam Hilton Hotel	Turtle Tours
Parc Hotel	DFS Guam
Alupang Beach Towers	Hyatt Regency Guam
Alupang Beach Club	Guam Plaza
Sante Fe on the Bay	Money Resources Inc.
Westin Hotel Guam	Securewest International
Dillingham Construction	Guam Employers Council
National Right to Work Committee	Private individuals



Several witnesses representing the Guam Hotel Restaurant Association and a variety of businesses representing the hotel, entertainment, tour, transportation, construction, and financial communities testified in support of Bill 340. The common thread of support professed by these witnesses is that there is no fairness and equity between the private and government sectors in how employees are treated. That the government employee has the right to work without having to join a union nor pay any dues or fees as a requirement for employment. The private sector does not enjoy this protection. While individuals may secure employment in a workplace with a union without joining, unions may assess fees to non-union employees. Supporters of Bill 340 argue that the fundamental right to choose where an individual works, without restrictions or requirements imposed by a union or an employer/union agreement, is missing in the private sector.

Senator Pangelinan asked the witnesses if they were aware that without Bill 340, they still have the right choose to work in that place. Witness reiterated the concern that individuals want the choice not to pay dues, not just the ability to join or not join a union.

Senator Sanchez clarified that under current statute, an employer and union can form an agreement that allows the union to assess fees on non-union employees as a requirement for employment. Bill 340 would prohibit such an agreement.

Other individual testimonies are included in this report.

Mr. David Tydingco, President of the Guam Hotel & Restaurant Association, presented petitions signed by hundreds of employees supporting Bill 340.

**Testifying against Bill 340 were:**

Guam Federation of Teachers  
Teamster Local 986  
American Federation of Government Employees (AFGE), Local 1689  
Guam Local 5  
Communication Workers Union  
Private individuals

The issue, argued by opponents of Bill 340 hits at the very core of the survival of unions on Guam. Opponents counter that in the case of the Guam Federation of Teachers, the union is required to represent and provide counsel to non-union teachers, and this has been a large expense for the union. No workplace requires union membership for employment, but unions believe that as long as unions provide services and representation to non-union employees, these employees should pay their fair share. Bill 340 would strip the unions' ability to collect from "free riders" and threaten the financial survivability of unions on Guam.

Another point raised include the Supreme Court recognizing that unions, in one case involving the Detroit Board of Education, should be able to tap into "free riders" (as termed by the Supreme Court) since the unions represent both member and non-member employees, as noted by Manuel Cruz, AFGE President.

John Burch, President of the Guam Federation of Teachers, offered a substitute bill that he felt would be more balanced in providing workplace democracy.

Other Individual testimonies are included in the Committee Report.

**V. COMMITTEE FINDINGS & RECOMMENDATION**

The Committee finds that while current statute allows an individual employment without the requirement of union membership, there are cases where an individual is required to support union activities through a fee or due. This practice applies to both union and non-union employees. Opponents argued that Bill 340 will destroy unions financially because it will prevent unions from assessing "free riders" a fee for benefits negotiated by the union for all employees. However, private sector unions are not required by law to represent non-union employees, unlike government of Guam unions. The Committee strongly believes that an individual has the right to employment without the expectation of paying fees as a requirement of employment. Therefore, the Committee recommends **TO DO PASS Bill 340.**



SENATOR JOHN CAMACHO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

<u>Dolores A. Muna</u>	<u>Outrigger Guam Resort</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>647-3144</u>	<u>P.O. Box 8325, Tamuning, Gu 96931</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>CHRISTINE SAN NICOLAS</u>	<u>OUTRIGGER GLIAM</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>653-6212</u>	<u>96912 P.O. BOX 8163 MUIZ DEDEDU</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>Theresa Enwerem</u>	<u>POB 8974 Tam. Gu 96931</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>477-300(LH) 6473145</u>		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>Franklin Sablan</u>	<u>Outrigger Guam</u>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<u>632-2780</u>	<u>119 Suni Ct Dededo Gu.</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>JOHN BAKER</u>	<u>SECURE WEST INTERN.</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>446-1380 or 647-0598</u>	<u>472 RTE. 8 STE. 1B PMA-469 MAITE, GU. 96927</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>BEN M. GARCIA</u>	<u>OUTRIGGER HOTEL</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>688-8480</u>	<u>P.O. BOX 11904 Yigo, Gu. 96929</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>DONNA LACSON</u>	<u>OUTRIGGER HOTEL GUAM</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>477-1846</u>	<u>P.O. BOX 20570 G.M.F. BARR, GU 96921</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>Laverne Chung</u>	<u>P.O. Box Tam. 96931 Ste 101-158</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<u>477-4273</u>	<u>Pager 476-30337</u>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL



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Resolusion Guahan

# SENATOR JOHN CAMACHO SALAS CHAIRMAN

## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

### TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

NAME	ORGANIZATION	TESTIMONY TYPE
<input checked="" type="checkbox"/> Charles J. Wolford <small>CONTACT</small>	<input checked="" type="checkbox"/> Turtle Tours <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> George Contreras <small>CONTACT</small>	<input checked="" type="checkbox"/> Turtle Tours <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Peter J. Manglona <small>CONTACT</small>	<input checked="" type="checkbox"/> Sandcastle <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Norio Nakajima <small>CONTACT</small>	<input checked="" type="checkbox"/> MHI <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Cole Gamboa <small>CONTACT</small>	<input checked="" type="checkbox"/> Onward Beach Resort <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Vynna Malumay <small>CONTACT</small>	<input checked="" type="checkbox"/> Onward Beach Resort <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Marina Aguilar <small>CONTACT</small>	<input checked="" type="checkbox"/> Onward Beach Resort <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Washington, Tony <small>CONTACT</small>	<input checked="" type="checkbox"/> Onward Beach Resort <small>MAILING ADDRESS</small>	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL

RECEIVED  
NOV 08 1999  
*[Signature]*



Guam  
Guahan

SENATOR JOHN CANTO  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

<input checked="" type="checkbox"/> Mr. Herman J. Ehrlich	Hilton Guam Resort & Spa MARINE ADDRESS PO Box 11199 Tamuning Guam 96931	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Mr. Frank Toves	Hilton Guam Resort & Spa MARINE ADDRESS PO Box 11199 Tamuning Guam 96931	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Mr. Christopher Guzman	Hilton Guam Resort & Spa MARINE ADDRESS PO Box 11199 Tamuning Guam 96931	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Ms. Carmen Davis	Hilton Guam Resort & Spa MARINE ADDRESS PO Box 11199 Tamuning Guam 96931	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
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		<input type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> AGAINST	<input type="checkbox"/> WRITTEN <input type="checkbox"/> ORAL

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SENATOR JOHN CAMACHO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

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tesiat ran Guahan

**TESTIMONY SIGN IN SHEET**

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5301, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE, AND FOR OTHER PURPOSES

<u>Florence D. Remitera</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<u>Clarivil E. Carina</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<u>Norma T. Billon</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<u>Tom Haddad</u>	<u>SandCastle</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>Sally Aquino-Matanane</u>	<u>Royal Orchid</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>Mary J. Dela Cruz</u>	<u>Guam East Foods</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<u>David R. Quitugua, Jr.</u>	<u>Sun Route Hotel</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<u>Jim Dougan</u>	<u>SandCastle</u>	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL



Guam Banto Singson na  
Gobernador

SENATOR JOHN CAMACHO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

VYNNA MALUMAY ***	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self (671)647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
CRISANTO GAMBOA ***	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
MARINA AGUILAR ***	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
WASHINGTON TOMY ***	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
ROWENA ESPIRITU	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
JO-ANN VILLAFUERTE	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
NATY LITTLE	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
ROCKY PERKIN	ONWARD BEACH RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
Self 647-7777	445 Gov. C. Camacho Road, Tamuning	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL

\*\*\* : Names previously submitted through GHRA.



Guam's Motto: Lintegritad  
Honraon Cueshon

SENATOR JOHN CAMACHO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

THROUDEK, Christopher	Hilton Guam Resort & Spa	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	PO Box 11199 Tamuning Guam 96931	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL

97WTG



Sanjonia Shukhna  
Guan Guahan

SENATOR JOHN CAMACHO DALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

TESTIMONY SIGN IN SHEET

day, November 19, 1999

Bill Number 340

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Mr. Atef Huccain	Hilton Guam Resort & Spa	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	PO Box 11199 Tamuning Guam 96931	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL

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COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

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NAME	ORGANIZATION	TESTIMONY
1. JOHN JOHN S. LUZANO CONTACT# 477-7659	ALUPANG BEACH TOWER P.O. Box 1962, Agaña, GU 96932	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
2. ALBERT PETRY CONTACT# 649-9666	ALUPANG BEACH TOWER P.O. Box 10303, Tamuning, GU 96931	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
3. FRANCIS JURADO CONTACT# 633-4384	alupang beach tower P.O. Box 7858, Tamuning, GU 96931	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
4. MARIO MONTANO CONTACT# 637-8518	ALUPANG BEACH TOWER 113 Teresita Lane, Lada Garden, Dededo, GU 96912	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
5. JAY PASCUAL CONTACT# 653-7637	ALUPANG BEACH TOWER P.O. Box 11367, Yigo, GU 96929	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
6. JAMES VEGA CONTACT# 632-5802	ALUPANG BEACH TOWER 226 Calamondo, Dededo, GU 96912	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
7. RAMIR OCAMPO CONTACT# 632-5949	ALUPANG BEACH TOWER 158 Chichirica St., Dededo, GU 96912	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
8. MARK TANAEL CONTACT# 632-0826	ALUPANG BEACH TOWER 573 Swamp Rd., Dededo, GU 96912	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

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NAME	ORGANIZATION	TESTIMONY
1. MARIZEL ACLUBA CONTACT# 649-9666	ALUPANG BEACH TOWER P.O. Box 20896, GMF, GU 96921	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
2. JOCELYN MONDINA CONTACT# 649-9666	ALUPANG BEACH TOWER 999 So. Marine Dr., Tamuning, GU	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
3. REBECCA RIVERA CONTACT# 734-0097	ALUPANG BEACH TOWER P.O. Box 11953, Tamuning, GU 96931	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
4. NARCISO INONCILLO CONTACT# 632-2641	ALUPANG BEACH TOWER P.O. Box 9142, Tamuning, GU 96931	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
5. ANNABELLE CABANTING CONTACT# 649-9666 ext. 250#3	ALUPANG BEACH TOWER Felix Ct Perez Acres, Yigo 96929	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
6. PENNINA ESPINOZA CONTACT# 649-9666 ext 250	ALUPANG BEACH TOWER 327 S. Marine Dr. Tamuning, GU 96911	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
7. WILBERT MALLARI CONTACT# 649-9666 ext. 251	ALUPANG BEACH TOWER P.O. Box 11556, Tamuning, GU 96931	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
8. EDITHA BALAGOT CONTACT# 649-9666 ext. 255	ALUPANG BEACH TOWER 133 Morning Glory, Dededo 96912	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL

COM MITTEE ON JUDICIARY, PUBLIC SAFET CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

Mint Borneo Siroko na  
Lina... ..

**TESTIMONY SIGN IN SHEET**

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE QUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (C) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

NAME	ORGANIZATION	TESTIMONY
1. BERNADETTE PILAAN CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
649-9666 ext. 292 c/o	999 S. Marine Dr., Tamuning	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
2. AMELIA BERNARDINO CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
649-9666 ext. 292 c/o	999 S. Marine Dr., Tamuning	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
3. ALICIA IGNACIO CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
653-3214	321 A. Anaw Point, Yigo, GU	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
4. ELVIRA CALBANG CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
649-9666 ext. 292	PMB 336 111 CHALAN BALAKO	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
5. ESTELITA NIVERA CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
649-9666 ext. 292 c/o	999 S. Marine Dr., Tamuning	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
6. TERESITA JOAQUIN CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
646-8872/734-1073	121 NALCO ST. BARRIGADA, GU	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
7. ILUMINADORA ABASTAS CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
632-4585	c/o 999 S. Marine Dr., Tamuning	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
8. LEVICICO G. LORENZO CONTACT#	ALUPANG BEACH TOWER [Redacted Address]	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
649-9666 ext 292	c/o 999 S. Marine Dr., Tamuning	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

Mrs. Bernice Singko na  
Legislative Counsel

TESTIMONY SIGN IN SHEET

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NAME	ORGANIZATION	TESTIMONY
1. BENITO B. MEDINA CONTACT#	ALUPANG BEACH TOWER 649-9666 ext. 292 c/o 999 S. Marine Dr., Tamuning	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
2. BONIFACIO MACALPAO CONTACT#	ALUPANG BEACH TOWER 649-9666 ext. 292 c/o 999 S. Marine Dr., Tamuning	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
3. LUCRECIA J. ARONGAY CONTACT	ALUPANG BEACH TOWER 649-9666 ext. 257 P.O. Box 26837, GME, GU 96921	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
4. NORMA T. BILON CONTACT#	ALUPANG BEACH TOWER 637-0549 P.O. Box 4039, Hagatna, GU 96932	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
5. Clarivil Carino CONTACT#	ALUPANG BEACH TOWER 637-6365 245 CHICHERICA ST. DEPEDO 649-9666 ext. 264 c/o 999 S. Marine Dr., Tamuning	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
6. FLORENCE REMITERA CONTACT#	ALUPANG BEACH TOWER 649-9666 ext. 292 c/o 999 S. Marine Dr., Tamuning	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
7. _____ CONTACT#	_____	<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
8. _____ CONTACT	_____	<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN <input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL

# SENATOR JOHN CAMACHO SALAS CHAIRMAN

## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

Mina Banta Singko na  
Lhehlaaran Guahan

### TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

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NAME	ORGANIZATION	FOR	WRITTEN
KATHLEEN P. MILLER	ALUPANG BEACH TOWER	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 633-4737	MAILING ADDRESS 132 BANYAN CR. DED. GUAM 96912	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
ANNIE RUTH A. PALMER	ALUPANG BEACH TOWER	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 646-1967	MAILING ADDRESS 22 C URBAN HINKINS, HARMON	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<del>NAME</del> HONGZHANG	<del>ORGANIZATION</del> ALUPANG BEACH TOWER	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 477-8676	MAILING ADDRESS c/o 14213 Tonto Drive Agaña Heights Guam 96918	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
ALLAN C. ARANAS	ALUPANG BEACH TOWER	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 472-1759	MAILING ADDRESS POX 25230 GME BARRIGADA 96921	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
XIDA M. DIZON		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 633-6159	MAILING ADDRESS P.O. BOX 10156 TAMUNIN & GUAM	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
MACHELLE FEBRE		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 653-25-45	MAILING ADDRESS 107 Lemoncito Ct. Liguani Terrace DED	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
RICHARD FUNTA	ALUPANG BEACH TOWER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 653-73-50	MAILING ADDRESS P.O. BOX 149 TAMPUNING GUAM	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
RODRIGO DE LUNA	ALUPANG BEACH TOWER	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
CONTACT # 649-9666 EXT. 223	MAILING ADDRESS 535 CHALAN PALE R.H. SUITE 116-82, YIGO 96929	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL

Miss Rania Singson  
Administrative Assistant

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
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NAME	ORGANIZATION	TESTIMONY
1. <u>Jane Creamer</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>633-1006</u>	<u>PRYB #241 1270 N. Marine Drive Ste. 101 Tam Kuan 96911</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
2. <u>Patricia P. Garcia</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>606-1495</u>	<u>P.O. Box 9362 TAM, GU, 96931</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
3. <u>Rodolfo Reyes</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
CONTACT# <u>X-292 646 8882</u>	<u>1049-9666 P.O. BOX 4435 TAM GU 96911</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
4. <u>Camilo Lopez</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>X-292 649-9666</u>	<u>1049-9666</u>	<input checked="" type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
5. <u>Apollonia Ventura</u>	<u>ALUPANG BEACH TOWER</u>	<input type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>633-4387</u>	<u>106 C. Bello St. 1st Tower Dededo</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
6. <u>MA. AMOR MOLINA</u>	<u>ALUPANG Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>734-7923</u>	<u>137 BIRIE ST P.O. BOX 27556</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
7. <u>Rolando Mijang</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>637-5612</u>	<u>P.O. Box 11892 Tam 96931</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
8. <u>Justa Piquel</u>	<u>Alupang Beach Tower</u>	<input checked="" type="checkbox"/> FOR <input checked="" type="checkbox"/> WRITTEN
CONTACT# <u>633-4405</u>	<u>136 D Kayan Chamorro Dededo Tam 96911</u>	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL



SENATOR JOHN CAMACHO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

Uma Bensa Singko na  
Chelakuman Guahan

TESTIMONY SIGN IN SHEET

Friday, November 18, 1989

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

NAME PEDRO V. MACUSI	ORGANIZATION ALUPANG BEACH TOWER	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
CONTACT # 649-9666 EXT. 223	MAILING ADDRESS 133 NORTH GRANADA CT, LIS TERR. DEDEDU	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME JASON PEOFARAE	ORGANIZATION ALUPANG BEACH TOWER	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
CONTACT # 637-5810	MAILING ADDRESS 285 DULILILOOOP 501 GUHA	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME Irene Evangelista	ORGANIZATION ALUPANG BEACH TOWER	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
CONTACT # 653-0042	MAILING ADDRESS 535 Cheloa Fall Ramon Hays Yigo	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME ATSURO CATHEY	ORGANIZATION ALUPANG BEACH TOWER	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
CONTACT # 646-2969	MAILING ADDRESS 415 MUN SAN AOTONIO TAMUNING	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME NICOLAS MANLAZ	ORGANIZATION ALUPANG BEACH TOWER	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
CONTACT # 637-1714	MAILING ADDRESS 113 MANSANITA CT, LIS TERR.	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME	ORGANIZATION	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
CONTACT #	MAILING ADDRESS	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME	ORGANIZATION	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
CONTACT #	MAILING ADDRESS	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NAME	ORGANIZATION	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
CONTACT #	MAILING ADDRESS	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL



Ministerio Singko na  
Liheslaturan Guahan

SENATOR JOHN CAMACHO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
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Genevera Olkeriil	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
632-1595	P.O. BOX 7251 Tamuning, Guam 96931	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Ruth Fuentes	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
632-1674	P.O. BOX 7331 Tamuning, Guam 96931	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Angel Conde	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
646-5194	#376 Salisbury Street, Dededo, 96912	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Ivey Marie Japitana	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
632-1693	P.O. BOX 20849 GMP, Guam 96921	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
John Niodao	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
637-1098	P.O. BOX 10635 Tamuning, Guam 96931	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Cheryl Hawkins	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
637-4324	P.O. BOX 22406 GMP, Guam 96921	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Ryan Falconit	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
734-4529	P.O. BOX 100053 Sinajana, Guam	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
John Patis	Parc Hotel	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
472-3966	P.O. BOX 5295 UCG Station, Mangilao 96923	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL



SENATOR JOHN CAMACHO SALAS

CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT



Mina Flore Singko nu Uneslaturan Guahan

TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

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Table with columns for Name, Address, and Testimony Type (FOR, WRITTEN, AGAINST, ORAL). Includes entries for Jennifer Leon Guerrero, Theresa Taimanglo, Jennifer Castro, and Nicol Huihui.



Mina Berna Bingsa Re  
Legislatura Guam

# SENATOR JOHN CAMALHO SALAS CHAIRMAN

## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

### TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

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NAME	ORGANIZATION	FOR	WRITTEN
ROSANA MANUNTAG	HST GUAM, INC.	<input type="checkbox"/>	<input type="checkbox"/>
646-9020	P.O.Box 11769, Tamuning, GU 96931	<input type="checkbox"/>	<input type="checkbox"/>
LAWRENCE CRUZ	HST GUAM, INC.	<input type="checkbox"/>	<input type="checkbox"/>
646-9020	P.O.Box 11769, Tamuning, GU 96931	<input type="checkbox"/>	<input type="checkbox"/>
KIWA DE CUZMAN	HST GUAM, INC.	<input type="checkbox"/>	<input type="checkbox"/>
646-9020	P.O.Box 11769, Tamuning, GU 96931	<input type="checkbox"/>	<input type="checkbox"/>
JEREK A. HUNTRAKUL	HAPPY HOLIDAY MICRONESIA	<input type="checkbox"/>	<input type="checkbox"/>
646-0240	Room 2101 Holiday Plaza Hotel	<input type="checkbox"/>	<input type="checkbox"/>
	1000 San Vitores Road, Tumon	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
EDMUNDO PECSON	MICRONESIA HOLIDAY TOURS	<input type="checkbox"/>	<input type="checkbox"/>
646-5009	P.O.Box 10570, Tamuning, GU 96931	<input type="checkbox"/>	<input type="checkbox"/>
RUTHDALLA ANINZO	MICRONESIA HOLIDAY TOURS	<input type="checkbox"/>	<input type="checkbox"/>
646-7641	P.O.Box 10570, Tamuning, GU 96931	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

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SENATOR JOHN CAMACHIO SALAS  
CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

18 Singko na  
181 Guahan

TESTIMONY SIGN IN SHEET

day, November 19, 1999

II Number 340

title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION I OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

MELISSA WEDA	SANTA FE ON THE BAY	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
646-3267	BOX 27621 G.M.F. Barrigada GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Pete E. Perez	Santa Fe on the Bay	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
632-7920	P.O. BOX 11184 Tamuning GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
JEAN DONATUS	SANTA FE ON THE BAY	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
646-3267	BOX 27621 G.M.F. Barrigada	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
JINPA DECIPULO		<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
565-5718	BOX 4444 TEGANA	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Josefina Aguilera		<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
544-2436	Santa fe on the Bay	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Kinda 7 Pacin	Santa Fe on the Bay	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
644-5529		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Antonio Panyon	Santa fe on the Bay	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
586-173629		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
SERIKO EDMUND KIKKU		<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
SERIKO EDMUND KIKKU		<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL



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COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
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<i>Art WALDRON</i>	<i>P.O. BOX 75228 BARRIGADA 96921 SANTA FE on the Bay</i>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>647 - BFSS</i>		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL



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ANNIE R.A. BALLESTEROS	SFOFB	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
646-1967	P.O. BOX 26974 GME, GU	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
DONALD PANUELLAN	126 W. ...	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
755-6803	Santa ...	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL



Mina Bente Singko na  
Jil'ulaturan Guahan

SENATOR JOHN CAYANCO DEBES

CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
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Donna Renee Anderson	The Westin Resort	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Rikki Truhin Perez	The Westin Resort	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
CHARLES ABBOTT	THE WESTIN RESORT GUAM	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
ESTELA GAGUCAS	THE WESTIN RESORT GUAM	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
CAMELIA WILLIAM	THE WESTIN RESORT	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Maria Crisostomo	The Westin Resort	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
A U		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Cathy Fisher	Securix International	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
647-0994	PSC 251 BOX 447 APO/FP96542	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
ALEX. GAGAPING	THE WESTIN RESORT	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
647-0912		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL

Maggie Woods The Westin Resort For written

Romer Tabano The Westin Resort For written



Mina Bente Singko na  
Liheslaturan Guahan

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SENATOR JOHN CAMA IO SALAS  
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<input checked="" type="checkbox"/> Kopperburg Bruce	Turtle Cove	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
649-1947	P.O. BOX 6098 TAM	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Peter J. Mangiona	SHAW CASTLE	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
649-7263 ext 116	P.O. Box 8889 TAM.	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Suzanne Hendricks	Voter & Private Citizen	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> John T. Burch	GFT	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
735-4390/2	P.O. Box 2301, Agaña Forest 96932	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Franklin Saldan	Ontrogeya Guam Resort	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
647-3110	Ontrogeya Guam	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Chris Guzman	Hilton	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
646-1835	P.O. B 3203 Hagatña	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> O. Perez	DFS	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<input checked="" type="checkbox"/> M. Macalalay	Guam Plaza Hotel	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL



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# CHAIRMAN

## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

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CRUZ KENNETH F	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
637 6632	397 EAST SANTA BARBARA DEDEDO	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Cruz Raymond	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
8	GMF Box 25108 96921	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
MAFNAS Joseph C. JR.	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
632-1266	181 GOLONDRIANA ST. Barrigada heights	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
CERTELA MICHAEL A.	MICRONESIA HOSPITALITY INC	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
565-2703	PO Box 1464 AGANA GU 96932	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Wen Lion Tong	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
632-5430	#240 SAN ANTONIO AVE DEDEDO	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Owen S. Figirag	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
653-1355	PO Box 25875 GMF Guam 96921	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
653-4662	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
STEVE PEREZ	P.O. Box 7230 TAMU 96931	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Patrick J. Perez	MHI	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
477-1160	P.O. Box 9581 Tamuning Gu 96931	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL





Mina' Bente Singko na  
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NAME	ORGANIZATION	TESTIMONY
<input checked="" type="checkbox"/> NORIO NAKAJIMA	MICRONESIAN HOSPITALITY, INC.	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
<input checked="" type="checkbox"/> 646-6300	P.O. Box 8407, TITUMUNING, GUAM 96931	<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
<input checked="" type="checkbox"/> Kerry Cutting	Micronesian Hospitality, Inc.	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
<input checked="" type="checkbox"/> 647-6391	P.O. Box 8407 TITUMUNING, GUAM	<input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> YAKUJI DNO	JAPAN GUAM TRAVEL ASSOCIATION	<input checked="" type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
<input checked="" type="checkbox"/> 647-0700	96 ITC BLDG., TITUMUNING, GUAM	<input type="checkbox"/> AGAINST <input checked="" type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR <input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST <input type="checkbox"/> ORAL



Mina Banto Singke  
Liheslaturan Guahan

(4)

# CHAIRMAN

## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

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John Borja	Hyatt Regency Guam	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Kathy Joseph	1155 Pale San Vitores Rd Tumon, GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Pat Kim	Hyatt Regency Guam	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Kathy Joseph	1155 Pale San Vitores Rd Tumon, GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Sherwin Nobuo	Hyatt Regency Guam	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Kathy Joseph	1155 Pale San Vitores Rd Tumon, GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Clayton Torres	Hyatt Regency Guam	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Kathy Joseph	1155 Pale San Vitores Rd Tumon, GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL



Mina Bente Singko na  
Liheslaturan Guahan

# SENATOR JOHN CAMA HO SALAS CHAIRMAN

(2)

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

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Frank Fejarian	Guam Plaza	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
LITA FROKES	HAW LOCAL 23396	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Jim Dougan	SAND CASTLE	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<del>Raven Denise Chong</del>	<del>out Rigger Plaza</del>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Raven Denise Chong	out Rigger Plaza	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
479-4223		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/> CARL PETERSON	Money Resources div	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<del>646-0000</del>	invest@moneyresourcesinc.com	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
ED PEARSON	MHT	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
646-5009		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
JOHN WILSTEN	OUTRIGGER	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
647-3120	1255 Pale San Vicente	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
Bill FEURGIE	OUTRIGGER GUAM RESORT	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
647-3150	<del>VERBODEN GEFERDIX</del>	<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL

~~789-2463~~

~~647-4680~~  
Agnes [unclear]



Mina Bente Singko na  
Liheslaturan Guahan

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# SENATOR JOHN CAMA HO SALAS CHAIRMAN

(3)

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
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<i>VERONICA</i>	<i>GENEREUX</i>	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>764-2663</i>	<i>PO BOX 4080 AGANA</i>	<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<i>STEVE MARTINEZ</i>	<i>P.O. Box 8644, TAMUNING</i>	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>477-9032</i>	<i>TEAMSTERS LOCAL 986</i>	<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<i>MARLYN QUEJGA</i>	<i>ONWARD BEACH RESORT</i>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>647-7777</i>		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<i>CAROLINE MERCADO</i>	<i>ONWARD BEACH RESORT</i>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>647-7777</i>		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<i>Marty Woodward</i>	<i>Printo consultant</i>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>653-8282</i>	<i>P.O. Box 11669 Yigo</i>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<del><i>PAN WEBB</i></del>	<del><i>STRATEGIES UNLIMITED</i></del>	<del><input checked="" type="checkbox"/> FOR</del>	<del><input type="checkbox"/> WRITTEN</del>
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<i>ELOISE R. BAZZI</i>	<i>GU CHAMBER OF COMMERCE</i>	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<i>472-6211/6901</i>	<i>Box 263 AGANA, GU 9692</i>	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<i>Manny Cruz</i>		<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
<i>365-2343</i>		<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL



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# SENATOR JOHN CAMA 'HO SALAS CHAIRMAN

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Mina Bente Singko na  
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## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

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<input checked="" type="checkbox"/>	SUSAN BRIOA	GUAM LOCAL 5	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	565-7443	P.O. BOX 217985 GUMF	<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/>	Cathy Fisher	Securwest International	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	566-647-0994	PSC#251 Box 447 Apo/Ag 96542	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/>	GRACE DONALDSON	OUTRIGGER	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
	649-9000	PO Box 26100, GUMF, GU	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
	Math Rectar		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	472-5915		<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<input checked="" type="checkbox"/>	Ken Concepcion	Teamster	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
	475-3740	P.O. Box 180 Agaña, Guam	<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
	<del>DAVID PABLO</del>	<del>GUAM</del>	<del><input checked="" type="checkbox"/> FOR</del>	<input type="checkbox"/> WRITTEN
	<del>649-1447</del>	<del>BOX 8568 Tamuning</del>	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<input checked="" type="checkbox"/>	BENJAMIN CERTEZA	PRIVATE CITIZEN	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	P.O. Box 2827	HAGATNA	<input checked="" type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
	Charles Abbott	WESTIN	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
	647-1020	105 Gun Beach Rd	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL



Mina Bente Singko na  
Liheslaturan Guahan

# SENATOR JOHN CAMA HO SALAS CHAIRMAN

COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

5

## TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

11/19/99 10:00 AM

ESTELA GAGUCAS	WESTIN	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
647-0991		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Margie Perez		<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
647-1020	Westin	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Kant Perry	Resident	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
FRANCIS M. DIAZ	TEAMSTERS/LOCAL 986	<input type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
720-5813	P.O. BOX 1918 HAGATNA 96932	<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
John John	Trade Hotel	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Box 5245 UOG Station Manzanillo Gu 96423		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
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Mina Bente Singko na  
Liheslaturan Guahan

# SENATOR JOHN CAMA HO SALAS CHAIRMAN

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## COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND HUMAN RESOURCES DEVELOPMENT

### TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

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<del>HEU MARIE JAP</del>		<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
<del>Rocky Perkill</del>	<del>ONWARD</del>	<del><input checked="" type="checkbox"/> FOR</del>	<del><input type="checkbox"/> WRITTEN</del>
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
John M Robertson	Dillingham Constr	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
647-4040	171 Tun Joaquin Guerrero St - Unit 3 Tamuning, GU 96911	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Patty Navido	Self "subcom. Govt. Power"	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
649-3087		<input checked="" type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Theseus Mendiola	Self	<input checked="" type="checkbox"/> FOR	<input checked="" type="checkbox"/> WRITTEN
692-1942	Po Box 21468 GMPF 96921	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Bon Rasine		<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Charles Woford	Justle Tours	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
		<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
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Mina Bente Singko na  
Liheslaturan Guahan.

# SENATOR JOHN CAMA HO SALAS CHAIRMAN

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COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION AND  
HUMAN RESOURCES DEVELOPMENT

## TESTIMONY SIGN IN SHEET

Friday, November 19, 1999

Bill Number 340

Title AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (G) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES

JESUS CHARFUROS SELF	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
637-6434 POB 1790 HAGATILCA	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
<del>STEPHEN TAMMARA</del>	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
<del>637-6434 POB 8136 ARAI</del>	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
ANTONIO TUBIERA GUAM SANKO	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
632-4335	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
TONY SANFORD	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
AD SANFORD, Inc.	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORAL
NORMA BILLEN	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Quadrant ABC TOWN	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
Rocky Perkins (?) 2-Student	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
Onward	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL
ANA MARIE COBATANA M.H.	<input type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
	<input type="checkbox"/> AGAINST	<input type="checkbox"/> ORA
JESUS CHARFUROS SELF	<input checked="" type="checkbox"/> FOR	<input type="checkbox"/> WRITTEN
DeBIASCI, Inc.	<input type="checkbox"/> AGAINST	<input checked="" type="checkbox"/> ORAL






**MINA' BENTE SINGKO NA LIHESLATURAN GUAHAN**  
Kumitean Akreklamento, Refotman Gubetnamento Siha, Inetnon di Nuebu, yan Asunton Fidirat

*Senator Mark Forbes, Chairman  
Kabisiyon Mayurdit*

**OCT 22 1999**

**MEMORANDUM**

**TO:** Chairman  
Committee on Judiciary, Public Safety, Consumer Protection and Human Resources Development

**FROM:** Chairman   
Committee on Rules, Government Reform, Reorganization and Federal Affairs

**SUBJECT:** Principal Referral – Bill No. 340

The above bill is referred to your Committee as the Principal Committee. In accordance with Section 6.04.05. of the Standing Rules, your Committee "shall be the Committee to perform the public hearing and have the authority to amend or substitute the bill, as well as report the bill out to the Body." It is recommended that you schedule a public hearing at your earliest convenience.

Thank you for your attention to this matter.

**MARK FORBES**  
Chairman

Attachment



MINA' BENTE SINGKO  
NA LIHESLATURAN GUAHAN

## SENATOR JOHN CAMACHO SALAS

MINA' BENTE SINGKO NA LIHESLATURAN GUAHAN  
155 HESLER STREET  
HAGATNA, GUAM USA 96910

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November 9, 1999

To: **Observation Post**  
Pacific Daily News

Fr: John Mend *John T. Mend*

Re: November 19, 1999 Public Hearing

Please post the following in Friday, November 12, 1999 Observation Post.

What: The Committee on Judiciary, Public Safety, Consumer Protection & Human Resources Development is holding a public hearing on:

Bill 340: An Act to create a new Chapter 4 to Division 1 of Title 22 of the Guam Code Annotated, and to add a new Subsection (g) to Section 5201, Title 22, relative to establishing policy and provisions to ensure employees' choice; and for other purposes. *Sponsored by S. Sanchez, M. Forbes, E. Calvo, A. Lamorena.*

When: November 19, 1999, 10:00 am - 4:00 pm.  
Where: Tamuning Gym

Contact: For more information or if you would like a copy of this bill, please contact Edward Guerrero at the Office of Senator John Camacho Salas at 472-3431.

*Patricia Iwan*  
11/10/99



**NOTE**

**GOVERNMENT MEETINGS**

**▲ Continued from Page 6**

**NORTHERN GUAM SOIL & WATER CONSERVATION DISTRICT:** 7 p.m. Nov. 18, NRCS field office, Route 8, Barrigada. All interested people welcome. For more information, call 734-3948.

**DIVISION OF SUPPORT SERVICES FOR INDIVIDUALS WITH DISABILITIES COUNCIL:** 4:30 p.m., Nov. 18, Division of Voc. Rehab. conference room, Building 8-2300, Central Ave., Tiyan. All members urged to attend. ADA-accessible; interpreter provided. For more information, call Vic Borja, 475-4646/7 or TTY 477-9183.

**BOARD OF EXAMINERS FOR**

**PHARMACY:** 8 a.m., Nov. 18, Health Professional Licensing office, 1302 E. Sunset Blvd., Tiyan. Agenda copies available at 1304 E. Sunset Blvd., Tiyan. Those with disabilities who need special accommodations, etc., should call 475-0251/2.

**BOARD OF NURSE EXAMINERS:** 5:30 p.m., Nov. 18, Health Professional Licensing office, 1302 E. Sunset Blvd., Tiyan. Those with disabilities who need special accommodations, etc., should call 475-0251/2.

**PAROLE BOARD:** 8:30 a.m., Nov. 18, Parole Services Division conference room, DepCor, Tiyan. Bok S. Moon, first PED; Jack De Leon Guerrero, first PED after revocation; Brandon Mardon, second PED after

revocation; John S. Villanueva, MacAnn Siguenza, Michael J.S. Torre, Alice Pangelinan, Rudolpho Taloma Jr., Caesar A. Dispo, Roy P. Quichocho, first PED; Brent Pitts, second PED; Pedro Camacho, third PED; Michael Cepeda, fourth PED; David Junior Borja, Joanne Castro, Albert Lucena, Tracy Masga, Nathaniel Punzalan, Bill Taman, preliminary revocation.

**COMMITTEE ON JUDICIARY, PUBLIC SAFETY, CONSUMER PROTECTION & HUMAN RESOURCES DEVELOPMENT:** Public hearing on Bill 340 10 a.m.-4 p.m., Nov. 19, Tamuning gym. For more information call Edward Guerrero, 472-3431.

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COMMITTEE ON JUDICIARY, PUBLIC SAFETY,  
CONSUMER PROTECTION, AND HUMAN RESOURCES  
DEVELOPMENT

I MINA'BENTE SINGKO NA LIHESLATURAN GUÅHAN

JOHN CAMACHO SALAS, CHAIRMAN

## PUBLIC HEARING

Tamuning Gym

November 19, 1999

10:00 am - 4:00 pm

### AGENDA

Bill 340: AN ACT TO CREATE A NEW CHAPTER 4 TO DIVISION 1 OF TITLE 22 OF THE GUAM CODE ANNOTATED, AND TO ADD A NEW SUBSECTION (g) TO SECTION 5201, TITLE 22, RELATIVE TO ESTABLISHING POLICY AND PROVISIONS TO ENSURE EMPLOYEES' CHOICE; AND FOR OTHER PURPOSES. *Sponsored by S. Sanchez, M. Forbes, E. Calvo, A. Lamorena.*

#### I. Remarks by Committee Chairman

- Welcoming Committee panel & participants
- Setting-up Ground Rules for Testimony & Discussion

#### II. Remarks by Bill Sponsors

#### III. Testimony by Witnesses

#### IV. Adjournment

Testimony on Bill 340 - "The Right to Work"  
by  
**Suzanne Hendricks**  
Private Citizen, Voter and Union Member

Senators,

This is the third term for Mr. Forbes in the Legislature, and this is the third time that this bill has been introduced. But, this year will probably be different. One only need look at the make up of this body to see what has changed. This year the vast majority of you are Republicans, you are business men, and your family fortunes are directly related to that fact.

It is pretty clear to me that this time - because it serves the interests of Big Business leaders on Guam, and the family empires of the majority of our elected leaders - the Right To Work bill will become law. This Public Hearing and any "research" associated with it are merely formalities.

But every one of you who votes to pass this law should be terribly ashamed.

- You should be ashamed of your lack of faith in the democratic processes of a free election,
- You should be ashamed of your cowering fear of the thinking workers and voters on this island, and
- You should be ashamed of your unholy alliance with Management and the fact that you believe you need to give Big Business this whip that they might better keep their employees in line.

As I recall, NONE of you was elected by a 100% of the voters- yet 100% of the people of Guam are compelled to pay the bills and abide by the laws you impose on us. That's called Democracy. The rights of the minority are observed and protected - but the majority determines the direction. It's not a perfect system - but it has worked pretty well for over 200 years...

This so called Right To Work law will effectively remove any chance that labor groups on this island will ever have to unite and fight for improvements. **This legislation is a blatant attempt to cure a problem**

**that does not even exist!** It is a paranoid attempt by Management and big business to ensure that workers are **never** able to gain a voice on this island. You don't need to be told that this bill would strip the guts out of any union organizing effort - you know that.

To date, there have been very few labor problems on Guam. **THAT** is a very good sign because when there is a good Management system in a company, when management is concerned, honest - and deals fairly with its employees - Unions have very little chance of establishing themselves.

Unions can only rally workers to organize where fear, abuse, and inequity rein. And where those evils exist, the fear, the abuse and the inequity can be used ruthlessly to forward management's agenda. Nothing else will be tolerated. No alternative voices will be heard.

The last time this legislation was introduced I had a research position and was assigned to investigate the virtual blizzard of letters that arrived in each senator's office. Hundreds of notes, and letters came in - mostly from hotel employees, pleading that this bill be passed in order to save their jobs.

My investigation revealed that in most cases, Management had called mandatory meetings to "explain" this legislation to their employees. Speaker after speaker quickly "educated" the workers to the "fact" that their jobs and paychecks would be in terrible peril should this bill not become law.

**THEN** - in order to provide "Balance" and explain the other side of this issue - Senator Forbes - author of the legislation -- had his say!! Following this carefully orchestrated fear fest - managers stood over their charges and "encouraged" them to put their thoughts in writing, and get that writing to the legislature.

My research revealed that the employees who testified at the Public Hearing that year were generally of two types: There were those on the Management Track, aspiring toward higher positions; and there were those who had swallowed the Kool-Aid and were in terror of losing their jobs.

I suspect that today, once again, the testimony will be somewhat slanted in the favor of Management's side of the issue. We are in the middle of a work day, after all - and Managers seem to have somewhat less difficulty taking an extra day off. And which employees would you suspect had the easiest time in getting away from the job for a few hours? I doubt very much that word went out offering the time off to anyone testifying against this bill.... And think about what peril any employee would be in to come here today and testify against the interests of his employer? Perhaps with his boss sitting in the back of the room.

In the battle for balance between Management and Organized Labor, it is fairly obvious to me which side is better "organized!" And it's not Organized Labor on Guam!

Senators, the balance between Labor and Management is a precarious one. It is as old as the first time one man employed another. This balance survives in a delicate environment of its own. **Unnecessary laws constitute political interference and tip the scales unfairly.**

I implore you to leave Labor and Management alone. Let THEM work out their relationships by themselves. Remember - only BAD Businesses - **with dissatisfied workers** - are going to have to deal with Unions. Are these really the ones you want to help?

Please: do some research before you use this legislation to lock all labor issues in a hopelessly impotent limbo. Look beyond your family fortunes and businesses to the plight of the average worker. Try to grasp the struggle of life on a minimum wage. If nothing else, think politically and realize that, although this abhorrent bill will be a boon for all the Big Business owners on island - there are a massively more employees out there. And those employees will vote next year on how well you protected their future options.

Thank you

Chairman Dr. John C. Salas,  
Senator Mark Forbes,  
And members of this Committee,

My name is Kenneth I. Concepcion, Chairman, Teamsters Local 9, American Communications Association.

Well gentlemen, here we are again. To Chairman Salas and Senator Forbes, I Guess you subscribe to the old adage , "If at first you don't succeed, try again, and again, and again, until you do succeed" even despite clear and overwhelming public opposition to your efforts. Gentlemen, this is the third attempt in as many legislatures. One wonders how much more educating do you need on this issue or is pressure from outside forces compelling you to disregard public consensus and pursue this matter for their special interest. Senator Forbes, being that you are an avowed and proven champion of initiative legislation and public plebiscites, I offer the following solution which should put this matter to rest once and for all. Let's put this on a referendum to be voted on by the general public at large. This process has its inherent education phase where both sides could conduct their individual "dog and pony shows" similar to what we are having here today. More importantly, this matter will be decided by the citizens of the territory whom will be directly impacted by the effects of making Guam a "Right to Work" Territory rather than by a mere few of you senators who are governed by a different set of laws and will never be exposed to the severe negative effects of this legislation. As to the other proponents, they either own the establishments or they will leave soon and again, never being exposed to the negative effects of "Right to Work".

To the freshmen members of this committee and the Legislature as a whole, I Recommend that you review the testimonies submitted during previous public hearings (23<sup>rd</sup> and 24<sup>th</sup> Legislatures) on this matter. I trust they are still readily available in the archives. I would also like to add that, during the 24<sup>th</sup> Legislature, This Committee, Chaired by the Honorable Dr. Salas, The Union leaderships along with representatives from Guam Hotel and Restaurant Association, Guam Employers Council, and the Guam Contractors Association, attempted to write a compromise bill mutually addressing all concerns, however, at the 11<sup>th</sup> hour, the Employers organizations reneged at sincerely pursuing an equitable resolution because it does not adhere to their agenda at restricting the Union movement. I believe that a copy of that compromise bill was submitted to Chairman Salas.

Gentlemen, as previously pointed out, your concerns regarding compulsory Membership and service fees(Agency Fee), is abundantly addressed on the National Labor Relations Act and The Taft -Hartly Act of 1947. Bill 340 is nothing more than an arrogant attempt by the proponents of the so called "Right to Work" movement comprised chiefly of employers, to further subjugate employees by limiting their resources at effectively seeking fair treatment and dignity at the workplace.



Passage of this bill will revert Guam back to the 1950's and 1960's where the only meaningful employment is with the Government. This body is currently embroiled at downsizing the Government. Bill 340 is counterproductive to those efforts by eliminating effective safeguards at job security and fair employment conditions provided for by effective Employee Unions.

In conclusion, the main issue here is not the matter of choice whether or not to join a union. This was only thrown in by the proponents of Bill 340 to confuse the issue and incite those who are not aware of existing Labor Laws into blindly supporting their objectives. Let me assure you, there are existing statutes both Federal and Local protecting employees against practices of this nature. Rather, the chief issue here is, Service Fees (Agency Fees). If employees participate at enjoying the benefits gained by other employees' financial efforts, then it is only fair that they carry a fair share of the burden. It is the objective of the proponents of Bill 340 to restrict this thereby eliminating the financial resources of employee organizations to effectively serve the employees.

Ladies and Gentlemen, **I have the right to choose:** whether or not to ride any Tourist bus, or eat at any restaurant, or check-in at any hotel. However, **I do not have the right to choose:** whether or not to pay if I should avail myself of their **services.**

Thank You Very Much.

A handwritten signature in black ink, appearing to read 'K. I. Concepcion', with a long horizontal flourish extending to the right.

Kenneth I. Concepcion, Chairman  
Teamsters Local 9  
American Communications Association.

**TESTIMONY BEFORE THE  
COMMITTEE ON JUDICIARY, PUBLIC SAFETY,  
CONSUMER PROTECTION & HUMAN RESOURCES  
DEVELOPMENT  
25<sup>TH</sup> GUAM LEGISLATURE**

**FRIDAY, 19 NOVEMBER 1999  
TAMUNING GYM**

Mr. Chairman and Members of the Committee:

My name is Manuel Q. Cruz. I am the President of the American Federation of Government Employees (AFGE), Local 1689, Inc. AFGE is the exclusive representative of over 3,000 federal bargaining unit employees in six (6) Navy Commands (COMNAVMAR, PWC-Guam, OICC Marianas, NAVHOSP-Guam, SPAWARSYFAC PAC-Guam and NCTS-Guam), Andersen Air Force Base (AAFB), the Navy Exchange (NEX), the Army & Air Force Exchange Service (AAFES), the Defense Commissary Agency (DeCA), the Defense Automated Printing Service (DAPS)-Guam and the Defense Reutilization and Marketing Office (DRMO). Also, AFGE is in the process of being certified by the National Labor Relations Board (NLRB) to represent the bus drivers and dispatchers of S3 Ltd., a private company, which is subcontracted by the DoDEA Schools.

On behalf of all my members, I come before you today in opposition of Bill 340, an Act to create a new Chapter 4, to Division I of Title 22 of the Guam Code Annotated, and to add a new Subsection (G) to Section 5201, Title 22, relative to establishing Policy and Provisions to ensure Employees' Choice; and for other purposes. This Act is also to be cited as the "Right-to-Work Act of 1999".

At the outset, I have to point out for the record that any right-to-work legislation is bogus, a sham. It is a misnomer and is likely or calculated to mislead. It has been determined to be some form of mass deception that all too frequently has been perpetrated on an unformed and unsuspecting public

by anti-union, anti-worker proponents under the guise of individual liberty and an economic magic bullet that will create jobs.

We all know that neither could be further from reality. The truth of the matter is that right-to-work won't protect or create a single job and it certainly doesn't convey any meaningful employment rights. It only creates a right-to-free load. Ironically, what a right-to-work legislation will do is to weaken and destroy unions, the very institutions which were established by workers for workers to protect their rights, both on and off the job. And, as surely as day follows night, it doesn't take very long for a right-to-work law to translate into lower wages and benefits, a diminished standard of living, and substandard legal protections for workers and their families.

Right-to-work actually destroys one of the most basic and fundamental principles of workplace democracy. By taking away a key right that workers have to make decisions about the structure and governance of their collective bargaining agreement, right-to-work imposes the heavy hand of government into the private sector arena of collective bargaining between workers and their employees, by denying them the freedom to negotiate a union security agreement. Section 4101(b) of Bill 340 provides that "the policy of Guam, in the exercise of its sovereign police power, is to regulate the activities and affairs of employers and labor unions..." I, for one, find this policy, if true, somewhat appalling and disturbing, especially in our modern era of de-regulation. Today, both the banking and airline industries have prospered and flourished as a result of de-regulation.

We are convinced that this approach of the Legislature really amounts to nothing less than having the government restrict the right of private enterprise to set the terms and conditions of employment by telling employers and their workers what they can't bargain over. And that's contrary to our system of free collective bargaining. The bottom line is that labor and management should have the freedom to agree upon the conditions of work. Surely, neither party wants the government to be dictating to them what they can or cannot negotiate into their collective bargaining agreement or contract.

It must be made very clear that under current Federal laws and applicable GovGuam public employees statutes, no one can be forced to join a union to

get or keep a job. The U. S. Supreme Court has since ruled in favor of this fundamental right. At the same time, the U. S. Supreme Court has also ruled that unions, under a union security agreement, can and must assess union dues or union-service fees to allow workers (non-members alike) covered by a contract to help share in the cost of their union representation and the servicing of their union contract. Only for certain religious or political reasons can a worker not pay union dues, but still he or she must pay an amount equivalent to union dues as a fair share. Note what the U. S. Supreme Court said in *Abood v. Detroit Board of Education* (1977):

“A union-shop arrangement has been thought to distribute fairly the cost of these (representatives) activities among those who benefit, and it counteracts the incentive that employees might otherwise have to become freeriders – to refuse to contribute to the union while obtaining benefits of union representation that necessarily accrue to all employees”.

It appears to be the sense of the Legislature that Bill 340 would actually reward workers who refuse to pay union dues with the same benefit as workers who pay their dues. Under such a law, freeloaders would reap a reward for their abdication of financial responsibility. Wages, vacation, health care and other benefits that a union achieves through contract negotiations apply equally to all workers. Therefore, it follows that all workers should share the burden for the cost of negotiating the benefits they receive.

As an analogy, if a majority of the residents of a community vote to increase taxes to pay for additional police and fire services to protect the community, then all the residents in the community are required to pay for the additional services. Should a fire occur at the residence of an individual who did not vote for the tax increase, then the fire department is, nevertheless, required to provide assistance to that individual. Similarly, a union is required to protect all workers within the “community” of a bargaining unit. All the “residents” of the bargaining unit should, therefore, pay for the assistance they will receive.

Ultimately, the real issue of Bill 340 before the 25<sup>th</sup> Guam Legislature is not so much for the right to choose whether or not workers want to join a

union. The real issue, I am afraid, is that Bill 340, if enacted, will become the law of the land for Guam. The right-to-work law is a loophole created under Section 14(b) of the National Labor Relations Act of 1947 (Taft-Harley Act) that allows a State to enact a law prohibiting employers from negotiating a union security clause (or a union shop agreement ) into a collective bargaining contract with the union that represents their employees. (In reality, this is but one instance in which local law will supercede a Federal law in the private sector). Because union security is so vital to the existence of an effective union and the administration of the collective bargaining contracts it services, right-to-work laws outlawing union security represents a State-sanctioned policy of union suppression. This is what Bill 340 will do, if and when it becomes a law.

A union security agreement simply requires all workers who receive the benefits of a collective bargaining contract to share the costs of union representation. With right-to-work outlawing union security under the guise of freedom of choice and individual liberty, a local union has the nearly impossible task of raising the finances it needs to service the contracts it administers and to represent the workers under these contracts. If only employers are allowed to subsidize the union in some way.

Time and again the local proponents of Bill 340 have tried to compare Federal and GovGuam employees with private sector employees on the issue of free choice to joining a union or paying union dues. They argue, why can't private sector employees have the same rights and privileges as Federal and GovGuam employees? Let us all have open agency shops. Unfortunately, such a comparison also have major differences. Even though Federal and GovGuam employees may have the freedom of choice to join or not to join a union, or even not to pay union dues, they are prohibited by law to negotiate wages and benefits. The U. S. Congress and the Guam Legislature are the ones who determine the wages and benefits through legislation. Also, Federal and GovGuam employees are prohibited from striking in the workplace, unlike private sector employees. Only conditions of employment are subjects for negotiations by Federal and GovGuam employees.

Guam should not make the same mistake that 22 States (and the Commonwealth of the Northern Marianas) have already made. You will

note that 18 of these States have enacted a right-to-work law prior to 1959 and only 4 States since then. Oregon was the last State to pass a right-to-work law in 1996, but through an election initiative. The following States, California, Colorado, Maine, Massachusetts, New Mexico, Ohio, Oklahoma and Washington have defeated proposed right-to-work laws by referendum. Delaware, Indiana, Maine and New Hampshire, on the other hand, have repealed right-to-work laws in their States. In 1993, CNMI became the only Territory that have adopted a right-to-work law.

From a different standpoint, Bill 340, if enacted into law, will result in lower standard of living for working families. Not one of the 22 States and the CNMI has a pay level above the national average, except Oregon. Not one of the States that have enacted a right-to-work law ranks among the top 15 States for highest annual pay to workers.

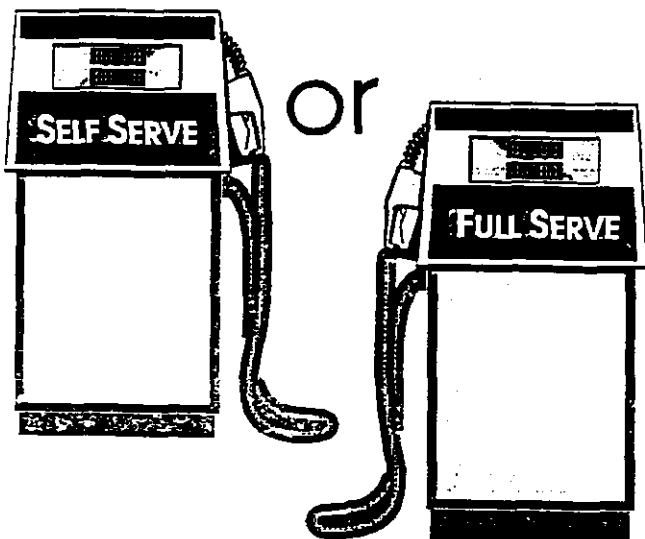
I will predict that the enactment of Bill 340 would result in a significant deterioration in the quality of life workers have achieved in the 20<sup>th</sup> Century. With the onset of the new millennium, such a law for Guam would be a dangerous step toward returning wage earners and their families to an era of survival of the fittest.

Mr. Chairman and Members of the Committee, again on behalf of the thousands of Federal employees, and the private sector employees that AFGE will soon represent, I urge you to vote down the passage of Bill 340. Let the people of Guam decide, either through an initiative or a referendum, if a right-to-work law is good for Guam.

Mr. Chairman and Members of the Committee, thank you and Si Yu'os Maase for giving me this opportunity to testify on Bill 340. I will now be available for questions.

# IS SELF SERVICE ALWAYS THE BEST?

## UNIONS CAN SAY NO TO NON-MEMBERS



	FULL SERVICE (Union Members) REPRESENTATION	SELF SERVICE (Non-Members) REPRESENTATION
Merit Systems Protection Board review of suspension of more than 14 days	No Cost	\$4,200*
Merit Systems Protection Board review of removal	No Cost	\$4,800*
E.E.O.C. Case	No Cost	\$4,800*
O.P.M. Classification Case	No Cost	\$3,600*
Workers' Compensation	No Cost	\$1,800*
*Minimum estimated cost to hire attorney at \$120.00/hr.		

In a significant decision handed down by the U.S. Court of Appeals for the District of Columbia, *federal unions have no duty to represent non-members in statutory appeal procedures.*

The federal court found the union did not have a duty to represent an inspector fired by the Bureau of Alcohol, Tobacco and Firearms. The discharged employee was a member of a certified bargaining unit, but not a member of the labor organization.

Until this decision, the Federal Labor Relations Authority had held that a certified union was required to handle all statutory appeals of represented employees whether or not they were members of the union. The court reversed this holding.

Existing law protects federal employees from mandatory union membership, but provides for union protection under the negotiated grievance

procedure for all employees "represented" by the union. The court's decision clarifies to what extent that protection extends to non-members in matters not pursued under the negotiated grievance procedure.

The court held that unions could refuse to represent non-members in cases before the Merit System Protection Board (14 day and longer suspensions and removals), the Department of Labor (Workers' Compensation), the Equal Employment Opportunity Commission (discrimination), and the Office of Personnel Management (classification), without violating federal law.

Encouraged by the public's belief that federal employees cannot be fired, Congress has enacted legislation making it easier for managers to discharge government employees. Federal employees must now decide whether to purchase representation/protection by joining the union or become "self-insured."

### IT PAYS TO GO FULL SERVICE

# AGE



# Guam Federation of Teachers

AFT Local 1581 P.O. Box 2301, Hagatna, Guam 96932 ☎ (671) 735-4390/1 Facsimile 734-8085 email [gft@netpci.com](mailto:gft@netpci.com)

Senator Simon A. Sanchez II  
Chairman  
Committee on Health, Human Services  
and Chamoru Heritage  
Twenty-Fifth Guam Legislature  
Orlean Pacific Plaza, Suite B-103  
865 South Marine Drive  
Tamuning, Guam 96911

Re: Bill No. 340

Dear Senator Sanchez:

The Guam Federation of Teachers strongly opposes Bill No. 340.

The bill is a flawed attempt to amend 22GCA also known as the Guam Employment Relations Act, which was specifically created to govern employee-management relations within the private sector. The bill is an attempt to mislead the people of Guam to believe that unions exist to deny workers the right to work.

The truth is, Bill 340 won't protect or create a single job and it certainly doesn't convey any meaningful employment rights. Ironically, what it will do is weaken and destroy unions, the very institutions which were created by workers for workers to protect their rights both on and off the job. And as surely as day follows night, it won't take long for this proposed legislation to translate into lower wages and benefits, diminished standard of living and substandard legal protections for workers and their families.

This bill is a direct attack on unions. No one can say they support Bill 340 and still support unions. This would be as absurd as saying you support motherhood but your are against children. The Guam Hotel and Restaurant Association and the Guam Contractors' Association has for the past three years been lobbying the Guam Legislature to pass this so called "right to work" legislation to destroy the ability of workers to unite. They claim that further growth of labor unions on Guam will restrict workers' rights. This is far from the truth. History is full of examples of labor unions fighting for workers' rights and is equally full of examples of management's abuses of workers. For example, in 1874, management objected and fought the passage of the "Ten-Hour Act" which limited the amount of time women and child laborers were permitted to spend working in factories. In 1916, factory owners opposed the Keating-Owen Act arguing that many children work out of necessity and had a "right to work". The Act banned interstate commerce in products made by children under 14 and shielded children under 16 from mine work, night work and work days over eight hours.

**Mission:**

**To improve the nature and quality of working conditions of the union membership that will result in quality education.**

**Vision:**

**Be an influence to the community in improving their quality of life made possible through educational excellence.**



Obviously, company managers are worried about labor unions. The end result of unionization, is usually the sharing of company profits with the workers. There seems to be no doubt that the benefits of union membership far outweigh the costs to the worker. Pay scales for union workers are far above those for non-union workers. Furthermore, union membership has become synonymous with superior pension coverage and fringe benefits.

Over the years, the list of fringe benefits won largely by unions includes not only overtime pay, sick leave, vacations, and holidays but also health and life insurance, maternity leave, jury duty pay, voting time off, disability benefits, and much more. Many of these benefits are nonexistent or sharply restricted in the typical non-unionized company.

Originally it was the National Association of Manufacturers, who, in 1905, kicked off this anti-union attack. During the 1920s and 1930s, it became known as the "American Plan." During World War II, their assault on unions picked up the "right-to-work" name tag courtesy of a Dallas editorial writer. Along the way, other diehard, anti-worker groups, like the U.S. Chamber of Commerce and the American Farm Bureau, joined in. Keep in mind these are the same groups that led fights against the National Labor Relations Act, child labor and minimum wage laws, unemployment insurance and workers' compensation, job safety standards, pension protection legislation and every other twentieth century pro-worker law designed to civilize the American workplace.

These self-proclaimed patron saints of individual liberty claim that their proposed legislation is necessary to put a stop to "compulsory" unionism. Nothing is further from reality. Federal law prohibits the forcing of workers to join unions. Moreover, federal labor law protects nonmembers against making payments to the union that violate their religious or political principles.

Workers decide whether or not they will be represented by a union. And should they be dissatisfied with the policies of the local union, the members can vote their local union officials out of office. That's called workplace democracy.

The whole point of Bill 340 is to take the important matter of union security off the bargaining table. This approach amounts to nothing less than having the government restrict the right of private enterprise to set the terms and conditions of employment by telling employers and their workers what they can't bargain over. And that's contrary to our system of free collective bargaining. Other than creating a right-to-free-load, there aren't any new rights or real economic protections created by Bill 340.

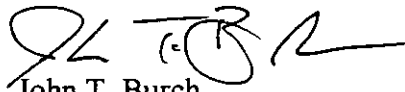
Federal law requires a union to represent all employees where the union has a contract with the employer. If a majority of the workers decide that all who benefit from union representation should pay their fair share in support of the union, they can bargain for it with their employer. But there is no guarantee that the employer will agree to it. Should Bill 340 become law, union workers and their employers will be forbidden from even negotiating about a union security provision. The really insidious thing about Bill 340 is that it will force union members to subsidize the services and benefits of freeloaders. This would decimate the bargaining strength of unions by denying them the ability to raise

funds needed from all who benefit in order to effectively service, enforce and improve collective bargaining contracts under the local union's supervision.

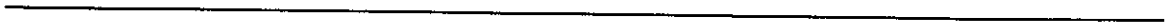
We need to retain the balance that workers have fought for and won over the years. The Guam Federation of Teachers once again is opposed to the passage of Bill 340. Attached you will find our proposed substitute bill that we feel will correct any imbalance in the workplace and promote workplace democracy in both the private and public sectors. Our proposed substitute bill includes changes to 4GCA Chapter 10 commonly referred to as the Public Employee Management Relations Act or simply as PEMRA.

We hope that you consider our request. And as always, we are willing to work with you in negotiating and/or developing a compromise in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'J.T. Burch', with a long horizontal flourish extending to the right.

John T. Burch  
President



TWENTY-FIFTH GUAM LEGISLATURE  
1999 ( ) REGULAR SESSION

Bill No.  
Introduced by

AN ACT TO AMEND PARTS OF 22 GCA AND PARTS OF 4  
GCA TO EXTEND WORKPLACE CHOICE TO ALL  
EMPLOYEES IN THE TERRITORY OF GUAM.

BE IT ENACTED BY THE PEOPLE OF THE TERRITORY OF GUAM:

**Section 1. Legislative Intent.** It is not the intent of this act to disrupt current union/employer agreements. It is the intent of this act to guarantee the right of workers and their employers to decide what is fair at their job site. Compliance of all provisions of this act shall be in effect on all subsequent agreements.

**Section 2.** S5102., 22 GCA is hereby amended to read:

"S5102. (a) **Rights of Employees.** Employees shall have the right of self-organization and the right to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, and such employees shall have the right to refrain from any and all such activities. ~~, provided that employees may be required to join a union under an all union agreement as provided in S5104.~~"

**Section 3.** S5105 (c), 22 GCA is hereby amended to read:

"(c) To encourage or discourage membership in any labor organization by discrimination in regard to hiring, tenure or other terms and conditions of employment. An employer, however, may enter into a collective bargaining

agreement with an employee organization a provision requiring employees covered by the agreement who are not members of the organization to pay to the employee organization a representation fee for services rendered. The employee organization shall certify to the employer an amount not to exceed seventy-five percent the dues uniformly required of members which shall constitute each non-member employee's representation fee. The representation payment shall be deducted by the employer from the earnings of the member and non-member employees and paid to the employee organization.

The representation fees of employees who file written objections to use of their representation fees for political or ideological activities that are not related to collective bargaining shall pay reduced fees in proportion to the percentage of total union expenditures for representation costs and any portion beyond that may be paid, in the name of the employee, to a non-religious charity mutually agreed upon by the employee and the union.

~~An employer, however, may enter into an all union agreement with the bargaining representatives of his employees in a collective bargaining unit; unless the Board has certified that at least a majority of such employees have voted to rescind the authority of the bargaining representative to negotiate such an all union agreement within one (1) year preceding the date of such agreement. No employer shall justify any discrimination against an employee for non-membership." if he has reasonable ground for believing that (1) such membership was not available to the employee on the same terms and conditions generally applicable to other members; (2) or that membership was denied or terminated for reasons other than the failure of the employee to tender periodic dues and the initiation fees uniformly required as a condition for acquiring or retaining membership.~~

Section 4. A new "(g)" is hereby added to S5201 of Article 2, 22 GCA, to read as follows:

"(g) For any employer, labor organization or employment agency to require any person to become or remain a member of any labor organization as a

condition of employment, or continuation of employment, or to require a person to abstain or refrain from membership in any labor organization as a condition of employment or continuation of employment.

Section 5. S5101 (i), 22 GCA is hereby amended to read:

"(i) ~~All union Agreement~~ Collective Bargaining Agreement means an agreement between an employer and the representative of his employees in a collective bargaining unit. ~~whereby all of the employees in such unit are required to be members of a single labor organization.~~"

Section 6. A new "(c)" is hereby added to Chapter 10, S10109 of 4 GCA, to read as follows:

(c) Representation fees. When a collective bargaining agreement is entered into between an employer and an employee organization, it may include a provision requiring employees covered by the agreement who are not members of the organization to pay to the employee organization a representation fee for services rendered. The employee organization shall certify to the employer an amount not to exceed seventy-five percent of the dues uniformly required of members which shall constitute each non-member employee's representation fee. The representation payment shall be deducted by the employer from the earnings of the member and non-member employees and paid to the employee organization.

The representation fees of employees who file written objections to use of their representation fees for political or ideological activities that are not related to collective bargaining shall pay reduced fees in proportion to the percentage of total union expenditures for representation costs and any portion beyond that may be paid, in the name of the employee, to a non-religious charity mutually agreed upon by the employee and the union.

Section 7. Chapter 10, S10116 of 4 GCA, is hereby amended to read:

~~S10116. Department of Administration. Effective no later than six (6) months following approval of this Chapter, the Director, Department of~~

~~Administration, shall issue appropriate policies, rules and regulations, with the approval of the Governor of Guam, for the implementation of this Chapter, including:~~

**Public Employment Relations Board.** There is within the government of Guam the Public Employment Relations Board, composed of five members consisting of the Director of the Department of Administration, two (2) members nominated by an employee organization appointed by the Governor with the advice and consent of the Legislature who shall be representatives from labor, and two (2) members appointed by the Governor with the advice and consent of the Legislature who shall be management representatives. The term of office of the appointive members shall be for five (5) years, except that the original appointees shall be appointed for terms of one (1), two (2) three (3) and four (4) years. As their terms expire, new members shall be appointed to fill vacancies and such appointments shall be made for terms of five (5) years. The Board shall issue appropriate policies, rules and regulations for the implementation of this chapter including:

- (a) procedures for the determination of appropriate public employee units and for the determination of exclusive recognition of employee organizations by current membership lists, by valid signed authorization cards, dues deductions authorizations, or secret ballot elections if necessary;
- (b) procedures to resolve disputes concerning public employee units and exclusive recognition status of employee organizations;
- (c) procedures for the negotiation of written agreements between government officials and exclusive representatives of public employees, with clarification of subjects within the scope of negotiations, in whole or in part;
- (d) methods of resolving impasses in negotiations, with consideration of mediation and advisory arbitration procedures;
- e) procedures for ~~voluntary~~ authorizations by public employees for payroll deductions of membership dues or representation fees allotted to employee organizations which have been granted exclusive recognition in an appropriate unit;

(f) procedures for determination of the merits of allegations of unfair labor practices by employee organizations or management officials;

(g) delegations of authority to heads of departments and agencies to assist in carrying out the objectives of the Chapter;

(h) terms and conditions for securing advisory services of competent mediators, arbitrators or consultants for dispute settlement or other problem areas in employee-management relationships;

(i) provision for technical advice to departments and agencies on implementation of the employee-management relations program.

In the formulation of such policies, rules and regulations, the ~~Director~~ Board shall consult with and consider the view of identifiable interested employee organizations and shall conduct such other inquiries as may be appropriate to assure orderly and equitable procedures.

The ~~Director~~ Board shall also develop programs for training of government management officials in their responsibilities for the employee-management relations objectives and shall provide for continuous study and review of the effectiveness of the comprehensive program and implementing procedures with a view toward making recommendations for improvement.

**Section 8.** A new "(j)" is hereby added to Chapter 10, S10104 of 4 GCA, to read as follows:

**Representation Fee:** An amount paid, by a non member represented by an employee organization, to such organization so as not to exceed seventy-five percent of the dues payment uniformly required of members.

**Section 9. Effective date of this Act.** This Act shall take effect immediately upon its enactment, provided, however, that this Act shall not affect collective bargaining agreements entered into prior to the effective date of this Act.

**Section 10. Severability.** If any of the provisions of this Act or the application thereof to any person or circumstances are held invalid, such invalidity shall not affect any other provision or application of this Act, which can be given effect without the valid provision or application, and to this end the provisions of this Act are severable.

**Section 11. Clarification due to recodification.** In order to clarify the definitions used throughout GCA Title 22, Chapter 5 (Guam Employment Relations Act), the following sections of Title 22 are amended such that "Chapter" shall be replaced by "Article" and the Compiler of Laws is hereby directed to implement such substitution:

- 5101 Definitions.
- 5103 Representatives and Electors.
- 5105 Unfair Labor Practices of Employers
- 5108 Prevention of Unfair Labor Practices.
- 5109 Financial Reports to Employees
- 5113 Penalty
- 5114 Construction.
- 5115 Conflicting Provisions
- 5201 Discriminatory Practice Made Unlawful.
- 5202 Definitions.
- 5203 Discriminatory Practices Against Disabled Persons Made Unlawful Offense Defined.
- 5204 Exceptions
- 5205 Enforcement Jurisdiction; Power of Department to Prevent Unlawful Discrimination
- 5208 Same: Hearing Under Administrative Adjudication Law
- 5209 Same: Findings and Orders, Thereon Requirement That order Shows Rights to Appeal.
- 5210 Rules and Regulations
- 5211 Certain Other Laws Not Affected.
- 5212 Penalties.
- 5301 Court Jurisdiction Restricted.
- 5302 Statement of Public Policy.



- 5307 Hearing.
- 5309 Necessity for Prior Findings of Fact; Limitation of Prohibitions
- 5311 Contempt; Speedy and Public Trial
- 5313 When Chapter Applicable; Definitions.
- 5314 Proceedings Arising Under Employment Relations Act; Court  
Jurisdiction Over Penalty.
- 5403 Penalty

## Guam Federation of Teachers Dues Structure 1999

Base Salary	Annual Dues	26 Pay Pd	21 Pay Pd
20000	304.93	11.73	14.52
22000	311.05	11.96	14.81
24000	317.17	12.20	15.10
26000	323.29	12.43	15.39
28000	329.41	12.67	15.69
30000	335.53	12.91	15.98
32000	341.65	13.14	16.27
34000	347.77	13.38	16.56
36000	353.89	13.61	16.85
38000	360.01	13.85	17.14
40000	366.13	14.08	17.43
42000	372.25	14.32	17.73
44000	378.37	14.55	18.02
46000	387.49	14.79	18.31
48000	390.61	15.02	18.60
50000	396.73	15.26	18.89
52000	402.85	15.49	19.18
54000	408.97	15.73	19.47
56000	415.09	15.97	19.77
58000	421.21	16.20	20.06
60000	427.33	16.44	20.35
62000	433.45	16.67	20.64
64000	439.57	16.91	20.93
66000	445.69	21.22	21.22
68000	451.81	21.51	21.51
70000	457.93	21.81	21.81
72000	464.05	22.10	22.10
74000	470.17	22.39	22.39
76000	476.29	22.68	22.68
78000	482.41	22.97	22.97
80000	488.53	23.26	23.26
82000	494.65	23.55	23.55
84000	500.77	23.85	23.85
86000	506.89	24.14	24.14
88000	513.01	24.43	24.43
90000	519.13	24.72	24.72
92000	525.25	25.01	25.01
94000	531.37	25.30	25.30
96000	537.49	25.59	25.59
98000	543.61	25.89	25.89
100000	549.73	26.18	26.18

**H.E.R.E.****LOCAL 5 On the Move!**

Hotel Employees &amp; Restaurant Employees

**AFL-CIO**Anthony Rutledge  
Financial Secretary-Treasurer

November 12, 1999

Senator John C. Salas  
25<sup>th</sup> Guam Legislature  
155 Hesler Street  
Hagana, Guam 96910

Dear Senator Salas:


It is the understanding of the Hotel Employees & Restaurant Employees (H.E.R.E.), Local 5 that Bill No. 340 (COR) has been introduced regarding Right to Work legislation. H.E.R.E., Local 5 is a labor union currently representing working people and their families in Hawaii, Saipan and Guam. It is the position of H.E.R.E., Local 5 that if Bill No. 340 (COR) were adopted into law, it would be damaging to the working people of Guam.

It is the hope of H.E.R.E., Local 5 that you will read the enclosed information and become familiarized with all aspects of a Right to Work community before voting on the bill. Most importantly, H.E.R.E., Local 5 would like to emphasize that under federal law and applicable state and local public employee statutes, joining a union, in no way affects an employees employment status. Further, Right to Work legislation actually helps anti-union employers to help themselves and does not improve conditions for the workers. Additionally, the proposed bill would limit the ability of labor unions to negotiate fair contracts for their employees. It is the position of H.E.R.E., Local 5 that if the Right to Work bill were adopted into law, the negative aspects of such legislation would affect employees.

We would like to thank you in advance for taking the time to review the enclosed information. We hope to form a constructive relationship with you and look forward to continued correspondence.

Should you have any questions or concerns, I can be reached at 1-800-585-4373.

Sincerely,

  
Anthony Rutledge  
Financial Secretary-Treasurer, H.E.R.E., Local 5

enclosure



## Have a question?

### Here's some answers about Right to Work

- Introduction.

- **FACT:** Workers in non "right to work" states make on average an astounding 18% or \$4343 More annually than "right to work" states.

- Background of right to work.

- **FACT:** Not one of the 21 "right to work" states are among the top 15 states that have the highest average annual pay, and not a single one of them has pay level above the national average.

- Workplace Democracy.

- **FACT:** Of the 15 states with the Highest average hourly earnings, 14 are non "right to work" states. Of the top 25, 22 are non "right to work."

- Rights and Representation.

- **FACT:** 13 of the 15 states with the LOWEST weekly pay are "right to work" states.

- Government versus Labor versus Management.

- **FACT:** "Right to work" states lag far behind the rest of the country in terms of minimum wage legislation. Seven of the 21 "right to work" states don't have a state minimum wage law at all.

- Collective Bargaining.

- **FACT:** In non "right to work" states the unemployed receive 20% more in weekly benefits than those in "right to work" states.

- 'Right to Work' = Low wages.

- **FACT:** "Right to work" states invest far less of their public resources in education. On average non "right to work" states invest 30% more per pupil in public education.

- Bad Economics.
    - **FACT:** Individuals and families are more likely to live in poverty in "right to work" states.
  - Right to Work is a lie.
    - In 1992, sales taxes averaged 61.2% of total state tax collections for "right to work" states versus 44.5% in non "right to work" states
  - Statistical Summary.
  - States with Right to work laws.
  - Your Opinion on Right to Work (for less)
- 

**Let the workers organize. Let the toilers assemble. Let their crystallized voice proclaim their injustices and demand their privileges. Let all thoughtful citizens sustain them, for the future of Labor is the future of America.**

*John L. Lewis from David Setvin, The Thundering Voice of J.L. Lewis. (It is said by some that Lewis often relied upon the talents of Jess Lauck, a labor lawyer, for gems such as this one).*

**"You will find some people saying that they are for the so-called 'Right to Work' law, but they also believe in unions. This is absurd -it's like saying you are for motherhood but against children."**

President Harry S. Truman, 1947

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## Introduction

The latest edition of Webster's Dictionary defines the word lying as -likely or calculated to mislead ... marked by or given to falsehood." A better description of the right-to-work' scam has never been written.

Over the years, the merchandisers of 'right-to-work' have been fond of describing their quackery as a patron saint of individual liberty and an economic magic bullet that will create jobs. Neither could be further from reality.

The truth is that right-to-work' won't protect or create a single job and it certainly doesn't convey any meaningful employment rights. Ironically, what it will do is weaken and destroy unions the very institutions which were created by workers for workers to protect their rights both on and off the job. And as surely as day follows night, it doesn't take long for a right-to-work' law to translate into lower wages and benefits, a diminished standard of living and substandard legal protections for workers and their families in the states that have these oppressive laws.

The relevant arguments often associated with this issue. By scratching below the surface of its phony sloganeering, this site enables you to quickly understand the 'right-to-work' fraud for what it is: A mass deception that all too frequently has been perpetrated on an uninformed and unsuspecting public by the propagandists of this anti-union, anti-worker orthodoxy.

All too often states that are beset by economic problems are among the most easily

enticed by the quick fix promise of the 'right-to-work' hoax. But as this site points out, 'right-to-work' is the worst kind of public policy gimmickry that will only lead to an erosion of workers rights and wages while causing deep divisions within the community. For these reasons and the many outlined in the following pages, right-to-work' should be disregarded for the Big Lie that it is.

### Background



**QUESTION:** What is a so-called 'right-to-work' law?

**ANSWER:** It is a loophole created under Section 14(b) of the National Labor Relations Act (NLRA) that allows a state to enact a law prohibiting employers from negotiating a union security clause (or union shop agreement) into a collective bargaining contract with the union that represents their employees. Because union security is vital to the existence of an effective union and the administration of the collective bargaining contracts it services, 'right-to-work' laws outlawing union security represent a state-sanctioned policy of union suppression .

**QUESTION:** How did section 14(b) come about and what was it designed to do?

**ANSWER:** Section 14(b) the so-called 'right-to-work' provision was part of the 1947 Taft-Hartley Act, a major anti-worker overhaul of federal labor law pushed through by the 80th Congress despite a veto by President Harry Truman. This Congress, the first that had been under Republican control since 1932, was intent on undoing a major accomplishment of President Franklin Roosevelt's New Deal - federal protection of the legal right of workers to freely join trade unions. The New



Deal years had seen unprecedented growth in America's unions, reaching a high water mark of 34.8 percent of the work force in 1945. Labor's enemies were committed to reversing that tide and the Taft-Hartley Act with its 14(b) provision was their vehicle. Anti-union conservative Rep. Ralph W. Gwinn a Republican from New York - told it like it was way back in 1947 when, during Congressional consideration of 14(b), he praised the proposal because "...It recognizes and deals with the dangerous expansion of unionism..."

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**QUESTION:** What's a union security clause and why is it so important?

**ANSWER:** A union security clause requires all workers who receive the benefits of a collective bargaining agreement to share the cost of union representation. With 'right-to-work' outlawing union security, a local union has the nearly impossible task of raising the finances it needs to service the contracts it administers and represent the workers under these contracts.

---

**QUESTION:** Don't all collective bargaining agreements have union security clauses?

**ANSWER:** No. Federal employees and some state employees are not allowed to negotiate union security clauses and those states with so-called 'right-to-work' (or open shop) laws forbid such contract clauses even in the private sector. Even where the negotiation of union security clauses is permitted, some employers refuse to agree to them.

---

**QUESTION:** Are any workers forced to join a union before going to work?

**ANSWER:** No. Under Federal law nobody can be forced to join a union before going to work. This used to be called the "closed shop." It was banned by the same law which let states enact so-called 'right-to-work' laws.

---

**QUESTION:** Do all workers have to be union members when a union security clause is in the contract?

**ANSWER:** No. Workers do not have to join the union even when a union security clause is in the contract. However, they can be required to pay an amount

equivalent to either union dues or a union-service fee, except in so-called 'right to-work' states.

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\*shop agreement whereby employees covered by the contract authorize payment of a fair share fee for collective bargaining and other union services.

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**"Union Security is also in the social interest. Without it, no union can be expected to accept the responsibility for labor relations and for contract observance which our society must demand of a successful union movement"**

Peter Drucker, Management Consultant

Workplace Democracy

## Workplace Democracy

**QUESTION:** Who decides if workers will be represented by a union?

**ANSWER:** The workers make that decision.<sup>2</sup> Workers have the right to union representation in collective bargaining if a majority of the eligible workers in a particular work unit so decide. That's called workplace democracy.

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**QUESTION:** What are the procedures for getting union representation?

**ANSWER:** The most common procedure is for a company's employees to request the National Labor Relations Board (NLRB) - a U.S. government agency - to conduct a secret ballot election. If a majority of the workers vote for the union, the NLRB will certify the union as their representative. The employer is then legally bound to negotiate with the union for a collective bargaining contract. In states and localities which authorize collective bargaining for public employees, procedures similar to the NLRB determine representation elections.

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**QUESTION:** Suppose union members have concerns about the representation or service they receive from their local union?

**ANSWER:** That's the purpose of regular union meetings and periodic local union elections of officers and governing boards. Local union officials - like any other elected official - can be voted out of office by their members if they are dissatisfied with the policies of the local union. And the same Federal law and applicable state laws that give private and/or public sector workers the right to form a union, also provide procedures for not only changing union representation but also revising the terms of the union security clause.

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**QUESTION:** Are all workers who are covered by a collective bargaining contract required to financially support the union?

**ANSWER:** That depends on decisions made both by the majority of the workers at the union-represented work site and by the employer. If a majority of the workers decide that all who benefit from union representation should pay their fair share in support of the union, they can bargain for it with their employer. But there's no guarantee that the employer will agree to it. However, in so called 'right-to-work' states, union workers and their employers are forbidden from even negotiating about a union security provision.

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**QUESTION:** What about workers whose religious beliefs prohibit them from joining or financially supporting the union?

**ANSWER:** The law provides that workers who are members of a denomination that forbids union membership, like the Seventh Day Adventist Church, only have to pay the amount of money equivalent to a level of union dues to a mutually agreed upon charitable organization. They don't have to join the union or pay union dues.

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2-Only workers specifically covered by the NLRA can exercise the rights provided by it. For example, agricultural workers are totally exempted from coverage. Rail and airline workers are covered by a separate law the 1926 Railway Labor Act and that law does not include a provision similar to the 14b.

## Rights and Representation

## Rights and Representation

**QUESTION:** What if a worker has concerns about how their dues money is spent. Can they object?

**ANSWER:** Of course. A local union is created by local union members. They elect its officers and have ultimate authority over how dues dollars are spent. If a member has any concerns, he or she can take it up with their elected union officers and with other members at a union meeting. Moreover, nonmembers may object to paying that part of any contractually required payment that goes for non-collective bargaining expenditures. Upon receiving such an objection, the union is required to make the necessary reduction in the fee charged to the objecting nonmember.

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**QUESTION:** Is the union required to represent all employees - members as well as nonmembers - in a company with a union contract?

**ANSWER:** Yes. Federal law requires a union to represent all employees where the union has a contract with the employer. In free collective bargaining states, all workers employed under a contract with a union security provision are obliged to help share in the cost of their union representation and the servicing of their union contract. But in 'right-to-work' states, where many nonmembers often pay nothing, the union must still represent them just the same as they represent dues-paying members. (This is also true for public employee unions covered under state and local collective bargaining laws.) So 'right-to-work' laws force dues-paying union members to subsidize union services for "free riders."

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"A union-shop arrangement has been thought to distribute fairly the cost of these (representatives) activities among those who benefit, and it counteracts the incentive that employees might otherwise have to become free riders'- to refuse to contribute to the union while obtaining benefits of union representation that necessarily accrue to all employees."

**U.S. Supreme Court  
Abood v. Detroit Board of Education, 1977**

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**QUESTION:** In other words, a worker employed at a facility with a union contract gets all the economic benefits and services of union membership but doesn't have to pay any dues?

**ANSWER:** Correct. For employees covered by Federal law, the only thing compulsory about this issue is the legal requirement that a union is forced to represent all workers - union and nonunion alike within the bargaining unit. For example, when a wage increase or benefit improvement is negotiated by the union, all workers get it whether they are a union member or not. Similarly, if a nonunion employee is unjustly discharged, the union must defend the worker as if he or she were a member even if it requires going through the costly process of grievance arbitration. (Again, this is also true for public employees covered under applicable state and local laws.) Moreover, nonunion employees including those who have never paid one cent in dues - have the legally protected right under federal labor law to sue the union if they think they haven't been properly represented.

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## Government Versus Labor Versus Management

**Question:** Don't 'right to work' laws represent government interference in private collective bargaining?

**ANSWER:** They sure do. The whole point of a 'right to work' law is to take the important matter of union security off the bargaining table. This approach amounts to nothing less than having the government restrict the right of private enterprise to set the terms and conditions of employment by telling employers and their workers what they can't bargain over. And that's contrary to our system of free collective bargaining. The bottom line is that labor and management should have the freedom to agree upon the conditions of work. Neither party wants government dictating to them what they can or cannot negotiate into their collective bargaining contract.

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**QUESTION:** In other words, 'right-to-work' really helps anti-union employers help themselves and doesn't do anything for the workers?

**ANSWER:** Exactly. One of the fundamental purposes of federal labor law is to encourage a process of collective bargaining where labor and management are coequals. 'Right-to-work' upsets that balance by giving management a clear advantage by restricting the right of the union and its members to maintain the unity and cohesion of the bargaining unit. That's a little like sending a boxer into the ring for a fight with one hand tied behind his back.

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**QUESTION:** With so many challenges and problems confronting the American workplace today, what does 'right-to-work' do to encourage labor-management cooperation?

**ANSWER:** Nothing. At its core, 'right-to-work' challenges the very existence of the union at a work site where the employees have voted to have union representation. Even when management is willing to agree to a union security clause, a state 'right-to-work' law weighs in against workers and their right of free choice. Thus, in the earliest and often most difficult stages of the development of a new collective bargaining relationship between labor and management, 'right-to-work' generates

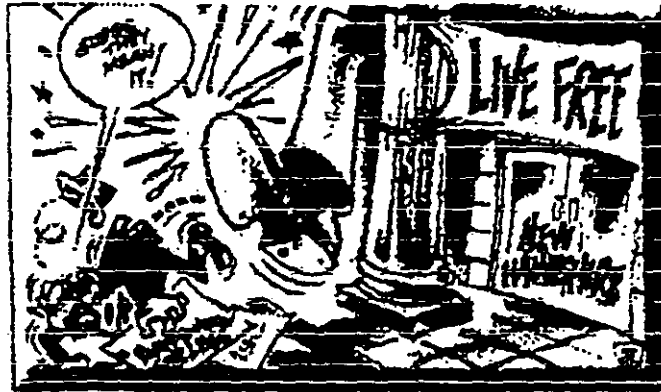
added conflict over an issue which, if left to the parties, would be bargained to settlement.

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**QUESTION:** 'Right-to-work' would also seem to be tailor-made to cause problems between the workers themselves. True or false?

**ANSWER:** True - and that's the really insidious thing about 'right-to-work' By allowing freeloaders to avoid paying their fair share, union members are forced to subsidize their services and benefits. This creates resentment, unnecessary antagonism, conflict and even hostility among employees at the workplace. The bottom line is that 'right-to work' pulls apart labor and management, and worker from worker, destroying their ability to work together to deal with other more serious workplace issues.

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In the last several years, both chambers of the republican controlled New Hampshire legislature have repeatedly rejected 'right to work'

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### Free Collective Bargaining



## Free Collective Bargaining and Those Who Would Destroy It

**QUESTION:** Who's behind this so-called 'right-to-work' movement?



**ANSWER:** Originally it was the National Association of Manufacturers, who, in 1905, kicked off this anti-union, "open shop" attack. Later, during the 1920s and 1930s, it became known as the "American Plan." During World War II, their assault on unions picked up the 'right-to-work' name tag courtesy of a Dallas editorial writer. Along the way, other diehard, anti-worker groups, like U-S. Chamber of Commerce and the American Farm Bureau, joined in. Keep in mind these are the same groups that led the fights against the National Labor Relations Act, child labor and minimum wage laws, unemployment insurance and workers' compensation, job safety standards, pension protection legislation and every other twentieth century pro-worker law designed to civilize the American workplace. And they were also the same groups that led the fight for the 1947 Taft-Hartley Act and 14(b).

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**QUESTION:** So who is pushing 'right-to-work' these days?

**ANSWER:** When they get the chance, the state associations of the original three ringleaders are still out there peddling right-to-work. But the main front group is a right-wing organization called the National Right To Work Committee (NRTWC)

which is funded and controlled by anti-union business executives. A court suit brought against the Committee revealed that more than 80 percent of its contributions come from business and corporate sources. Headquartered in Virginia since the early 1990s, the NRTWC and its legal foundation received annual contributions of more than \$9 million.

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**QUESTION:** What is the goal of the NRTWC?

**ANSWER:** To destroy unions pure and simple. They seek to do so by financially crippling our unions so they are less effective in representing workers and in dealing with employers. That's why for the last 40 years, the Committee has engaged in a persistent campaign of legislative and lawsuit harassment against public and private sector unions and their members. This has forced our unions to divert millions of membership dollars away from the task of representing union members. Moreover, the 'right-to-work' laws they support are specifically intended to decimate the bargaining strength of unions by denying them the ability to raise the funds needed from all who benefit in order to effectively service, enforce and improve collective bargaining contracts under the local union's supervision. No wonder a Federal Appeals Court in 1984 in the case of *Buckle vs. AFTRA* said that "requiring collective bargaining agents to tolerate free riders not only would result in flagrant inequity, but might seriously undermine the union's ability to perform its bargaining function."<sup>7</sup>

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**QUESTION:** So what's their track record?

**ANSWER:** It's so bad that their motto should be "thriving through failure." In its 40 years of existence with an estimated \$160 million spent in more than 100 attempts to enact 'right-to-work,' only five states have done so. In other words, voters and/or legislators have repeatedly rejected the 'right-to-work' scam. But even with this record of failure, they keep coming back for more. In fact, in the last twenty years only two of their dozens of state legislative campaigns to enact 'right-to-work' statewide succeeded. So it's obvious that their incessant fund-raising schemes serve only one real goal: to raise right-wing, corporate front money for constant harassment campaigns against the collective bargaining rights of employees and their unions.

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**QUESTION:** Is enactment of statewide 'right-to-work' laws the only thing they're after?

**ANSWER: No. The NRTWC or one of their related front groups the Public Service Research Council, the Center on National Labor Policy or the Concerned Educators Against Forced Unionism - have targeted public employees and teachers too. They are lobbying hard for an agenda that includes: repeal the right to negotiate agency shop agreements; implement restrictions on union dues payment (checkoff) procedures and expenditures, and; weakening or eradicating state and local collective bargaining laws. In addition, in an effort to bankrupt state and local public employee unions, they have financed dozens of frivolous lawsuits against them regarding union dues' issues and other claims.**

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### Right to Work = Low Wages

## 'Right-To-Work' = Low Wages

**QUESTION:** Do so-called 'right-to-work' laws affect wages?

**ANSWER:** They sure do. By every major barometer of pay- per capita income, average annual pay, manufacturing earnings, and even minimum wage - workers in 'right-to-work' states earn far less than their counterparts in free bargaining states. For example, workers in 'right-to-work' states make \$4,343 per year less than workers in states that allow collective bargaining for union security safeguards.<sup>8</sup> In fact, according to 1993 U.S. Department of Labor statistics, not one of the right-to-work states has an average wage level above the national average. This is particularly true in the South the homeland of most 'right-to-work' states. In a 1994 report, the Corporation for Enterprise Development (CFED) - a nonprofit organization that has worked with many state and local governments on economic development strategies - described this region as "... the land of the working poor.' millions of Southerners live two paychecks away from welfare. Thus, many southern states rank near the bottom in measures of pay, health coverage, poverty and income distribution."<sup>9</sup> That's why 'right-to-work' should be called by its real name - 'right-to-work-FOR-LESS.'

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**QUESTION:** What about fringe benefits and working conditions?

**ANSWER:** In free bargaining states some of the larger employers copycat union contracts and provide their workers with slightly higher than average wages and benefits as a way of keeping their employees from organizing. In 'right to-work' states, there are fewer union members and fewer union contracts so employers don't have to worry about matching union benefits, working conditions and wages. That's why, according to insurance industry statistics, more people in 'right-to-work' states lack health care coverage. Job fatality rates are also higher in 'right-to-work' states. In addition, 'right-to-work' states generally have weak unemployment insurance and workers' compensation laws. This means that workers themselves - not the state or the employers - must bear a disproportionate share of the costs associated with these kinds of economic calamities.

**Don't get hurt on the job in 'right-to-work' states because chances are your workers' compensation will be a lot less than in free bargaining states. In 'right-to-work' states workers injured on the job get on average nearly \$110 or 20% LESS in maximum weekly benefits for temporally total disability than injured workers in free bargaining jurisdictions.**

**What's Wrong with Right to Work, A Tale of Two Nations an AFL-CIO Statistical Analysis, 1995**

**QUESTION: What about the overall standard of living and quality of life in 'right-to-work-for-less' states?**

**ANSWER: According to U.S. government statistics, besides wages being much lower, poverty rates are higher, overall general health conditions are worse, infant mortality rates are greater and so are personal bankruptcy rates. Tax systems are more inequitable because 'right-to-work' states rely more heavily on regressive sales taxes which hit the middle class and the poor the hardest. Because unions are weak, they can't compete with well-financed, business lobbyists at the state capitol in 'right-to-work' states. As a result state minimum wages are lower (in fact, all seven of the states without a state minimum wage law are 'right-to-work'), child labor protections are weaker and job fatality rates are higher. In addition, unemployment benefits and workers' compensation payments are generally much lower. It doesn't take a rocket scientist to figure out why anti-worker business groups love 'right-to-work' - because it means fewer and weaker unions, lower wages and ineffective or nonexistent state labor laws to protect working Americans.**



**QUESTION:** But won't a 'right-to-work-for-less' law protect a worker's right to his or her job?

**ANSWER:** To the contrary, 'right-to-work' laws, by weakening unions and collective bargaining, destroy the best job security protection that exists - the union contract. In fact, union members are the only major group of employees with a real right-to-work. Every year thousands of employees who are improperly or arbitrarily terminated are reinstated to their jobs through the efforts of a union. Even in unavoidable layoff situations, the provisions of union contracts ease the trauma of job displacements and make sure the layoffs are a lot less arbitrary. It is, therefore, ironic that a law dubbed 'right-to-work' really diminishes the one major group of employees in America that actually has that right - union-represented workers.

Average Annual Pay-1993		
State	Rank	Pay
D.C.	1	\$39,199
Colorado	16	\$25,682
*North Dakota	50	\$19,382

Average Weekly Pay-1993		
State	Rank	Pay
Michigan	1	\$662
Colorado	21	\$495
Minnesota	50	\$

Average Hourly Pay-1993		
State	Rank	Pay
Michigan	1	\$15.36
Colorado	21	\$12.02
*Mississippi	50	\$9.16

\* "Right to work"

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## Right to Work for less is Bad Economics

## 'Right To-Work-For-Less' Is Bad Economics

**QUESTION:** Does a so-called 'right-to-work-for-less' law promote new industries and economic development?

**ANSWER:** Not at all. Industries locate in a state for many reasons. In fact, a poll by Business Week magazine showed that businesses listed 19 other issues as far more important than the existence of a state 'right-to-work' law when considering relocation. Former Governor David Walters of Oklahoma, for example, has said that of the hundreds of business prospects he has talked to over the years, "not a single company" brought up 'right-to-work' as a factor in deciding whether to come to Oklahoma.<sup>0</sup> An earlier study by the state's own economic development consultant - Beldon Daniels - said that "...there is no statistical evidence..." that an open shop ('right-to-work') law "...has anything to do with economic development."

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**QUESTION:** But right-to-workers insist that companies considering relocation will ignore a state if it doesn't have a 'right-to-work' law.

**ANSWER:** Not True - and even business experts say so! In a Chicago Tribune article, Robert Ady, then executive vice president for the Fantus Co. - the nation's largest business relocation consultant - stated that ninety percent of the employers making relocation decisions in the 1980s don't include 'right-to-work' laws in the factors they consider. Moreover, Dennis Donovan, a former Fantus executive, has said that 'right to work' ...is not a valid factor for businesses to use in community selection.

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**QUESTION:** Right-to-workers also claim that 'right-to-work' states are creating more jobs than other states because of right-to-work.' Yes or No?

**ANSWER:** No. First of all, most new jobs are created by existing firms and start ups, not by business relocation's. Secondly, there are dozens of factors that help keep or attract economic development - and 'right-to-work' isn't among them. They include: worker availability; skills and productivity; tax policies and incentives; the quality of schools and training programs; the costs of energy, housing and land;



transportation infrastructure and proximity to markets. Thirdly, keep in mind that state employment trends are highly cyclical and are impacted significantly by national trends like de-industrialization, recession, technological change, corporate takeovers and downsizing. Even international factors like global competition and the end of the Cold War can affect state and local employment trends. Fourth, employment trends in 'right-to-work' states reflect the unusually low base industrialization existing in most of these states, as well as growth in low-wage and part-time employment. Finally, if you look at recent 1994 and 1995 unemployment statistics from the U.S. Department of Labor, of the ten states with the lowest levels of unemployment, five are 'right-to-work' and five are not.<sup>12</sup> So by that measurement the argument is a wash.

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**QUESTION:** Won't right-to-work' for less improve a state's overall business climate?

**ANSWER:** Hardly. You see, when wages fall, state income and sales tax revenues fall. That means that the state has far less funding available to finance education, transportation, and other programs that are vital to attracting new industries and businesses. For example, the quality of a state's educational programs is a key factor in business decisions regarding the location of a new facility. Quality education translates into a skilled work force. But 'right-to-work' states spend nearly thirty percent less on education than free collective bargaining states. That means that 'right-to-work' states contribute about \$1,300 less per pupil for education than free collective bargaining states.

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**QUESTION:** What is the likely effect of a 'right-to-work' for less law on a state's economy?

**ANSWER:** By depressing wages, a 'right-to-work' law retards two of the key ingredients necessary for economic expansion - productivity and expendable consumer income. A union contract with good wages, benefits and working conditions means less employee turnover and better morale. That equals higher productivity, which in turn generates higher wages. So not only does 'right-to-work' not guarantee anyone any real economic rights or a job, it undermines stable labor-management relations. When you get right down to it, it ought to be called 'right-to-wreck' because that's what it does to a state's economy and its workers.

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'Right to Work (for less) is Br' Economics

Poverty Rates -1992-93		
*RTW		
State	Rank	Poverty Rate
Delaware	1	9%
Colorado	9	10.4%
*Louisiana	50	25.5%

Minimum Wage Laws -1994	
"Right to work" states	
Federal=\$4.25	
State	Law
Alabama	No law
Arizona	No law
Arkansas	\$4.25
Florida	No law
Georgia	\$3.25
Idaho	\$4.25
Iowa	\$4.65
Kansas	\$2.65
Louisiana	No law
Mississippi	No law
Nebraska	\$4.25
Nevada	\$4.25
North Carolina	\$4.25
North Dakota	\$4.25
South Carolina	No law
South Dakota	\$4.25
Tennessee	No law
Texas	\$3.35
Utah	\$3.61/\$4.25
Virginia	\$4.25
Wyoming	\$1.60

**Right to Work is a lie**

## Right To Wreck Is a Lie

**QUESTION:** So what are the new "rights" that workers will get under 'right-to-work?'

**ANSWER:** Other than creating a right-to-freeload, there aren't any new rights or real economic protections created under 'right-to-work.' It doesn't create a single new job and it doesn't guarantee workers a right to the jobs they now have. What workers do get, though, are lower wages and fewer benefits, less public investment in education, declining health conditions and a lower standard of living. Worst of all, it pits state against state in a cutthroat competition for jobs based on a low wage, race-to-the-bottom strategy. In the final analysis, 'right-to-work' isn't the economic "magic bullet" promised by its pitch-men.

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**QUESTION:** If that's the case, then the whole concept of 'right-to-work' is a sham, isn't it?

**ANSWER:** Now you've got it. And even state courts have said so. In the early years of the state 'right-to-work' ballot fights, the Supreme Courts of two states and state officials in a third, refused to even allow the name 'right-to-work' on the ballot because they said it would have perpetrated a fraud on the voters. So when you hear about 'right-to-work,' think of the big lie technique, because the name 'right-to-work' is as bogus as they come!

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**"In our glorious fight for civil rights, we must  
guard against being fooled by false slogans,  
as 'right-to-work.' It provides no 'rights' and no 'works.' Its  
purpose  
is to destroy labor unions and the freedom of collective  
bargaining  
We demand this fraud be stopped."**

## Statistical Summary

Measures	Free States	RTW States	U.S.	Data Date
Avg. annual pay	\$27,892	\$23,549	\$26,362	'93
Avg. hourly earnings	\$12.28	\$10.66	\$11.76	'93
Avg. weekly earnings	\$507.03	\$438.48	\$486.86	'93
Avg. min wage *1	\$4.30	\$3.84	\$4.15	'94
Poverty-% of population	14.2%	16.3%	15%	'93
Households without telephones	4.2%	7.2%	5.2%	'90
Unemployed-% receiving benefits	31%	26%	30%	'93
Avg. weekly benefit U.I.	\$185	\$154	\$172	'93
Max Benefit U.I.	\$283	\$214	\$254	'94
Max weekly Benefit workers comp	\$486	\$387	\$445	'94
Job Fatalities-per 100,00	6.1	9	7.1	'92
expenditure per pupil	\$5817	\$4534	\$5414	'93-94
School dropouts (age 16-19)	10.6%	12.3%	11.2%	'90
Population health rankings	+4	-3	-	'93
Health ins - % not covered	13.7%	17.8%	15.2%	'93
Children's health rankings	+10	+1	-	'93

\*1- Seven Right to Work States have no minimum wage law

### States

<u>State</u>	<u>Date Adopted</u>
Alabama	August 1953
Arizona	March 1947
Arkansas	February 1947
Florida	November 1944
Georgia	March 1947
Idaho	February 1986
Iowa	April 1947
Kansas	November 1958
Louisiana	July 1976
Mississippi	February 1954
Nebraska	June 1947
Nevada	March 1951
North Carolina	March 1947
North Dakota	March 1947
South Carolina	March 1954
South Dakota	March 1947
Tennessee	February 1947
Texas	April 1947
Utah	May 1955
Virginia	January 1947

Wyoming	February 1963
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## States Which Have Defeated By Referendum Proposed "Right-to-Work" Laws

**California:** Proposed constitutional amendment defeated at general election November 1944 and November 1958.

**Colorado:** Proposed constitutional amendment defeated at general election November 1958.

**Maine:** Initiative petition for "Right-to-Work" Act defeated at general election September 1948.

**Massachusetts:** Initiative petition for "Right-to-Work" Act defeated at general election November 1948.

**New Mexico:** Proposed constitutional amendment defeated in referendum November 1948.

**Ohio:** Proposed constitutional amendment defeated at general election November 1958.

**Oklahoma:** Proposed constitutional amendment defeated in referendum May 1964.

**Washington:** Initiative petition for "Right-to-Work" Act defeated at general election November 1956 and November 1958.

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## States Which Have Repealed

## "Right-to-Work" Laws

<http://ibew113.com/righttowork/states.html>

11/10/1999

**Delaware: April 1947. Declared union security agreements to be against public policy; established set of "unlawful" labor practices: prohibiting all types of union security. Repealed June 1949.**

**Indiana: January 1965. Repealed by act of State Legislature.**

**Maine: May 1947. Prohibited closed shops but permitted union shops. Defeated in referendum September 1948.**

**New Hampshire: June 1947. Prohibited union security agreements involving 5 or fewer employees and prohibited such agreements involving more than 5 employees unless certain conditions were met. Repealed March 1949.**

My name is Jim Dougan and I am the VP of Finance & Administration at Sandcastle. I have come here in support of the right of employees to choose. We, at Sandcastle, have no problems with unions. In fact, I am a former union member and have managed unionized hotels.

We believe that our employee's interests are best served when closed shops are not lawful. Closed shops lead to unwarranted monopoly power for unions. Employees suffer because they lose many choices. For example, standard rates of pay discourage increases based on merit; standard benefit plans replace the more flexible benefit packages employers might offer; jobs become narrowly defined, stifling employee growth as well as productivity; and finally, employees must pay dues even though they may not agree with the ways in which their dues are spent.

At SandCastle, we believe our employee/employer relationships are extremely important. Despite very bad economic times, in 1998 we instituted a 401K plan which included both employee and employer contributions. Our Section 125 benefit plan allows employees to choose which benefits they wish to receive. We have detailed procedures for resolving employee grievances. Our employees can talk to their department head, our Human Resource Manager or Mr. Saad, our Executive Vice President in order to resolve their problems. When our business dramatically slowed in 1998, we didn't drastically cut our rank and file jobs. Instead, we cut positions at the top and re-engineered our company so that more employees could take on broadened responsibilities. In a closed shop these solutions would probably not have been possible. Our one-on-one approach to interacting with employees would likely be replaced with a system in which employees handled their problems through a union steward. Narrowly defined job descriptions would have required us to cut rank and file hours further.

In summary, not permitting employees a choice on whether or not to join a union can lead to them losing many choices and opportunities. Ultimately, this can lead to adversity in employee/employer relations, poor morale and lowered productivity. The still struggling Tourism industry on Guam needs contented, productive employees more so today than in any time in recent history. Please vote to preserve employee choice.



# DUENAS & ASSOCIATES Inc.

November 19, 1999

Chairman Senator John Salas  
25<sup>th</sup> Guam Legislature  
155 Hesler St.  
Hagatna, Guam 96910

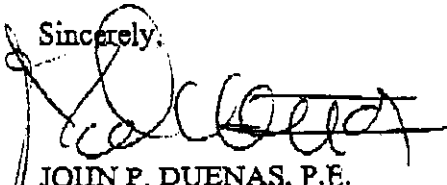
Subject: Bill 340

Hafa Adai Senator Salas:

I wish to testify in support of Bill 340, the "Right to Choose" bill. It is absurd that a law has to be passed to grant the right to a worker/employee to choose whether he or she wants to join a union. Be that as it may, I urge you and your colleagues to pass this bill and, if necessary, override a veto such that workers in the private sector on Guam are given a choice.

I am certain that the employees of Duenas & Associates, Inc., 45 strong at this time, support the bill. You are invited to make direct inquiries of our employees to confirm this. You are welcome at our office anytime.

Sincerely,



JOHN P. DUENAS, P.E.  
President

Post-It* Fax Note	7071	Date	11/19/99	# of pages	1
To	Senator Salas		From	J. Duenas	
Co./Dept.	Guam Legislature		Co.	DUENAS & ASSOC	
Phone #			Phone #		
Fax #	(671) 972- <del>3433</del>		Fax #	676-6315	

Testimony of  
Mr. Gerald S.A. Perez, President, DFS Guam  
In Support of Bill 340

Before the Committee on Judiciary, Public Safety,  
Consumer Protection,  
and Human Resources Development  
November 19, 1999, 10:00 AM

Mr. Chairman and members of the committee:

My name is Gerald S.A. Perez, President, DFS Guam. I am here to support the enactment of Bill 340. I personally, and DFS Guam, support Bill 340 because it would extend to private employees the same right that is already enjoyed today by those who work in the government.

We support the bill because we feel that our 1,400 employees in Guam and Micronesia should have the right to make their own decisions on matters affecting their livelihood. We feel that these decisions should be made independently, of their own free will, and without fear of retribution or threat to their jobs, simply because they choose not to join an organization.

We support Bill 340 because it will not require DFS and other companies to garnish - yes, garnish - employee earnings for remittance to organizations to which they do not wish to belong or become involved.

We support Bill 340 because it will eliminate the discriminatory situation that now exists in the island's employment market, and because it will promote freedom of choice in the workplace.

We support Bill 340 because it will make it easier for DFS and other employers to encourage independent thinking and initiative among our employees. From our experience, we have found that fostering independent thought in the work place encourages employees to take ownership of their responsibilities. It encourages self-motivation,

productivity, and creativity in improving customer service. All of these initiatives are rewarded in a manner that sustains job security and upward mobility according to their individual and, collective efforts.

But most of all, we support Bill 340 because we believe in the constitutional guarantee of freedom of association, and that this freedom is violated every single time an employee of any company is forced to pay or to belong to a private organization just to earn a living.

Under existing statutes, we do not understand why public employees can have a benefit that is not extended to our own employees. We do not understand why it is legal today for us to be forced to take people's money, and to remit these funds to someone else, just so they can keep their jobs. On a personal level, I do not understand why it is that one of my sons today can choose to join an organization without fear of losing his government job, but that my other son does not have the exact same right because his only sin is deciding to work in the private sector.

As a territory, our political leaders have spent many years and millions of dollars lobbying for the right to choose our political status. A person's freedom of choice in the job market is no less an important right than the right to political self-determination.

In a frequently aired TV commercial promoting the advertising industry, "the right to choose" is touted repeatedly. So, if people have the right to choose a product or a service, why should they not have the right to choose the industry, the job, the company, or the organization in which they want to belong?

Mr. Chairman, for all of the reasons stated, we urge you and your colleagues to enact Bill 340 into law.

Thank you.

## TESTIMONY ON BILL 340

November 19, 1999

By Carl Peterson

My name is Carl Peterson. I'm a Certified Financial Planner and a 34-year resident of Guam. I'm here today because my employers demand that I attend. Not only am I required to attend, I'm not being paid to be here, I do not get comp time and I must take leave from work. I am here on my own time. Furthermore, there is a good possibility I might be fired if I don't speak out on Bill 340.

What's the goal of my employers you might ask? First, they wish to make a profit. Next, they wish to receive optimum tax efficiency. They want the very latest strategies for achieving financial independence. They want to be on the cutting edge of technological advancement. They want to have access to the very best expertise and I am expected to constantly strive to make that available. And they want it all at a reasonable price so that one day they can accumulate sufficient retirement assets to retire and maintain their chosen standard of living for the rest of their lives.

What's my goal in being here? Obviously, rather than making the sacrifice to prepare testimony and taking the time to sit through a long hearing, I'd rather be out on the golf course trying to get a leg up on some of the sandbaggers in the room. But the reason I'm not golfing is that I want my clients to stay my clients, and I want to earn the right to represent future clients. So, if there is legislation that will enhance greater possibilities for innovation, self-esteem and creativity, while keeping costs low and the possibilities for economic expansion high, I have determined the best thing I could do today is to be here and participate in the democratic process. My employers must make a profit or all their employees lose their jobs. If my employers and their employees lose their jobs, I don't have clients. It's also been my experience that those people who don't participate in the process, get the kind of Government they deserve. (Anyway, I'd probably lose money on the golf course!).

I'm not going to address the emotional side of this issue—someone's immediate job, pay, or benefits. I want to spend my time on the logical, practical issues and the moral principles espoused by Bill 340.

Look around this room. Take notice of those people who, in your opinion, are successful. Ask yourself, did these people become successful because they surrendered their individuality to a spokesman for a group? Did they become successful because they forfeited their individual initiative, energy, and leadership to the body politik, feeling reassured the self-anointed representative will make them successful? Or do you suppose they became successful because they took responsibility for their actions, gained wisdom from both their mistakes and their achievements, and saw every day as an opportunity for personal growth? Perhaps, just maybe, they believed in their capacity to excel, to innovate, to create and to use it as a fulcrum to influence their "employers," giving them upward mobility, thrusting them toward their idea of success. And, if by chance, one "employer" didn't happen to notice his/her contribution, their "success" was imminent the moment another employer did. Either that or they became an entrepreneur.

Does anyone believe that a successful mother or father got there by deferring each decision to some social engineering group—the thought police for their family? Come to think about it, how could anyone experience long-term enduring success if your special ability, that special genius inside every person, is usurped by the group?

To use an analogy, suppose you spent many months or years of your life inventing a revolutionary new scissors. On the day you announce your new invention, how would you feel if the control group takes it

away from you saying, "thank you very much, you have done a great thing for our group, it now belongs to the entire group," and you receive no compensation in direct relation to the value people assign to for your new invention, your hard work and your sacrifice? Here's a better question, "how many more inventions would you attempt? Or would you be out of the business of inventing?"

Guam has talked a lot about self-determination in recent times. Are we going to ignore self-determination for the individual? When you no longer have real self-determination and the freedom to choose who is going to speak for you, you will find that you must work under directives and controls issued by those who are incapable of working. The same people will dispose of your energy because they have none to offer. And they will dispose of your product because they can't produce. The ingenuity of an individual's mind is his noblest and most joyous power. We can't let this be confiscated by some utilitarian group.

When men learn to consider productive work—and that which is its source—as the standard of their moral values, they will reach the state of perfection, which is their birthright. What is the source of all work? Man's mind. Man's reasoning mind, that which no other creature possesses. When its set free, with no guarantees, real opportunity presents itself and life unfolds its magnificent promise.

Every individual must strike against those who believe that one man must exist for the sake of another. Every man must learn that he cannot deal with men on any terms but his own—his moral code which holds that man is an end in himself and he should not be used as a means to any end of others. No man should be able to proclaim his right to a single penny of another man's effort. Once you live your life by someone else's creed, you ultimately learn the true meaning of that creed—it only works if there is sanction of victim. You become the victim. In the long run you can only have less when you depend on someone else to determine what is adequate compensation for you.

Every business needs ..... no, in order to prosper and create more jobs, to grow and develop, every business **must** have a special kind of people – not those that ask for faith, hope and charity, but those who will constantly produce facts, proof, and profit. Business needs thinkers and innovators to pursue new and better ideas in order to provide opportunities to help the island grow. That is the basis for the success of the "internet revolution". Thinkers and innovators who are pursuing new and better ideas (some are from Guam), literally work 24 hours a day, sleeping at the office. Why? Not because they have to, but because they believe in themselves and their individual ability. Their employer sees their enthusiasm and potential so he creates unique opportunities to keep them. When you forfeit your individualism for the herd mentality, no one grows at the rate they are capable of. They are promised futures filled with alms.

It is kind of like the guy sitting in front of the barbecue saying, "Give me heat and I'll give you charcoal."

It's strange how simple things become, once you see them clearly. Take the A-76 contract for example. This contract seems clear to everyone except to those who have overlooked the obvious. The reality is that the employer finally went on strike. For years the mentality of the constituents was to extract increasingly larger stipends and recompense, based on their wish or need, and not on the needs of the taxpayer. For many years the constituents had the sanction of the victim. The poor taxpayers tried their best – for years they provided a high standard of living and more and more jobs with greater compensation. Finally reality set in. It became obvious to the employer that they had allowed themselves to be priced out of the market; that there was a much easier way to achieve the same or better result; and the change could lead to expanded possibilities for those who believe in themselves. For many, this may afford them with an opportunity to fulfill their lifetime expectations – either outside or inside the contract.

Now that the contract is happening, isn't it ironic the employer is denounced, not for its faults, but for its greatest virtue – providing so many jobs, for so long, apparently at higher than market rates?

Employers, and individuals who believe in their ability to excel beyond the norm and who believe in the right to work, essentially have the same moral code. They both know there is punishment for being wrong in their choices. While creating employment where none existed before, they understand that they, and them alone, must carry the burden of all mistakes.

But, as we have seen many times on our color televisions, when strikes are taken against companies around the world, these same employers, and the employees who believe in the right to work, are denounced for their greatest virtues. They appear to be hated, not for their mistakes, but for their successes. They are scorned for all those qualities of character, which is their greatest pride. They are often called selfish for the courage of acting on their own judgement and bearing sole responsibility for their own life; called cruel for their unyielding integrity; ruthless if they have the strength and the self-discipline to pursue their purpose; greedy for the magnificence of their ability and determination to create wealth. Employers, and the private savings of individuals, which created abundance where there had been nothing, have been called exploiters. By what right? By what code? By what standard? By what option to reality can this exist? What is needed is a moral sanction, which applies to Gov't the same way it applies to the right to work – no man should have the right to another's effort.

Individual freedom should be as familiar indeed as it is in word. Under current law, however, many men and women today are denied the freedom to refrain from joining or financially supporting a union "to the extent that such right may be affected by an agreement requiring union membership as a condition of employment ..." (National Labor Relations Act, Section 7).

Union officials compound this injustice by spending hundreds of millions of the compulsory-dues dollars that the law exacts from millions of workers for political and ideological purposes that many of those workers oppose.

Under the American legal system, which has its origin in English common law, free people are free agents, not commodities. Under common law, everyone owns the fruit of his or her own labor, the rewards of his or her own talents and enterprise, and should be free to offer or withhold his or her talents in the open marketplace. Each person should be free to choose either collective or individual means for negotiating his or her wages and working conditions.

This aspect of individual rights does not preclude collective bargaining, as long as participation by an individual in a collective arrangement is truly voluntary. If the union performs exactly as the individual expects it to, shouldn't it be obvious what would be best for the individual? By making it mandatory to belong connotes an inability to produce benefits equal to the cost the employee is prepared to pay. That is the real reason they need coercion.

The true role of government in a free society is to protect the individual's ability to exercise his or her rights without harassment or interference. Thomas Jefferson, in his first inaugural address, spelled out this concept of the role of government in a free society:

"A wise and frugal government shall restrain men from injuring one another, shall leave them otherwise free to regulate their own pursuits of industry and improvement, and shall not take from the mouth of labor the bread it has earned. This is the sum of good government ..."

The fundamentally flawed assumption underlying all U.S. labor policy is that individual working Americans are incapable of pursuing their own best interest and, for their own good, must be forced to have a union official act on their behalf.

Robert Reich, the first Labor Secretary of this administration, acknowledged with remarkable candor (1985 AP report) that coercion is woven directly into the labor law: "In order to maintain themselves, unions have got to have some ability to strap their members to the mast."

Reich explained union officials' rationale for using coercion to herd workers into collectives against their will: "The theory is that the only way unions can exercise countervailing power vis-a-vis management is to hold their members' feet to the fire .... Otherwise, the organization is only as good as it is convenient for any given member at any given time."

These are shocking admissions, but for those who believe in compulsory unionism, they are logical assessments of the coercion necessary to prop up a monopolistic collective. Isn't it strange how the government feels compelled to break up a perceived monopoly, Microsoft, where there is no law forbidding competition, and on the other hand feel completely justified to maintain the post office and department of education monopoly? Hypocritical?

As noted economist and Nobel Laureate F.A. Hayek wrote about US labor law:

"it cannot be stressed enough that the coercion which unions have been permitted to exercise, contrary to all principles of freedom under the law, is primarily the coercion of fellow workers. Whatever true coercive power unions may be able to wield over employers is a consequence of this primary power of coercing other workers."

A recent poll by the Marketing Research Institute found that over 84% of Americans believe that employees who do not wish to be represented by a labor union should have the right to bargain for themselves. In fact, some 75% of union-member households agreed that such monopoly bargaining is wrong.

Senators, I hope that you will also agree. Every individual's birthright should guarantee them the right to negotiate their own progress in life. I hope you vote overwhelmingly in favor of Bill 340. Thank you for your time.

ORAL TESTIMONEY  
BEFORE THE TWENTY-FIFTH GUAM LEGISLATURE  
PUBLIC HEARING ON  
BILL 340 - THE RIGHT TO WORK ACT OF 1999  
OR WORKERS' CHOICE BILL  
NOVEMBER 19, 1999  
Tamuning, Guam

The intentions of Bill 340 are quite simple. Allowing employees of the private sector the freedom of choice, whether or not to join a union if they work for an organization which is engaged in collective bargaining. As American citizens, we are guaranteed the freedom of choice under the United States constitution. As members of the Legislative body of Guam, freely elected by the citizens of Guam, you have an obligation to every working citizen of Guam to guarantee their legal rights. I urge you to support Bill 340 and the rights of the employees in the private sector of Guam.



Thomas J. Goresch  
Resident of Guam



## TESTIMONY IN SUPPORT OF BILL 340

Since the birth of our American Constitution there has been an evolution of changes that have modified or revoked the Laws of our Land.

Since the inception of Employment Laws such as the National Labor Relations Act of 1935, there has been a struggle between the "majority rule" and the "rights of an individual". Therefore, the challenges to our elected government representatives are to address and balance any inequities that exist in their areas of authority and responsibility.

Here on Guam we have an inequity between our private and public sector employment. Our government officials ensured that a public sector employee would not be forced to sacrifice their individual rights to any majority rights. Our representatives recognized and refused to accept that a government employee's only choice between submitting to the will of the majority, regardless of the individual's belief or opinion, was to lose their job.

This sacrifice of individual rights can only exist with the permission of the government and those elected to protect those rights. The government can give power to the majority which they otherwise would not have. You, Ladies and Gentlemen, of our government must ensure there are avenues of choice available to each and every worker on Guam. In addition, it is your responsibility to correct the inequity that currently exists between the public and private sector employment on GUAM.

Thank you,

  
Ms. Marty J. Woodward  
Woodward & Associates

October 29, 1999

**To my dear senators: this letter was written at 4:00am on Oct 29, 1999 because I could not sleep knowing that a Bill that would help the people of GUAM was at the verge of not being passed.**

**I write this letter out of free will & concern, because I hold dear to me my right to choose how I want to live my life & destiny. Choose being the key word, because if you do not pass this Bill you take that right from me. If you do not pass Bill 340 basically you are telling me where I can & cannot work & make a decent living for me & my family & I have no choice but to pay the UNION for a service I do not wish for or want.**

**On the other hand if you do pass this Bill then you are giving me the right to choose & make my own personal decision. If at any time I feel my employer is being greedy & cutting my benefits then shall I choose to ask for the UNIONS help, but if I am satisfied with my employer & it's benefits then why should I need the UNION.**

**My Senators let me make that decision not the UNION!!!!!!!!!!!!!!!**

**The last thing I have to say is very disturbing & disappointing for my family & me. That is why have only the Republicans supported this Bill. Why is it that my family has looked to the Democrats for so many years to look out for our best interest & yet it is the Republicans that support this Bill, this Bill that will ensure my family of a secure future? If this is what it comes to then I will support the Republicans & anyone who dares place their name on this Bill.**

Thank you

  
**THESEUS MENDIOLA**

**TESTIMONY IN FAVOR OF BILL 340**

My name is Rhowie Vales. I strongly support Bill 340. I feel that all employees should be given a right to choose. Each employee should have the opportunity to make their own decision and not be forced into someone else's decision.

I feel that this is every person's right! A Right to Choose!

Sincerely,

A handwritten signature in black ink, appearing to read 'Rhowie A. Vales', written in a cursive style.

Rhowie A. Vales

November 19, 1999

As a person who has worked for both union and non-union organizations I would like to say that I feel that it is very important to have a choice.

The company that I worked for in which we didn't have a choice ended up closing down. Where did our dues go? To the country that took away our jobs? In the pockets of those who were supposed to be fighting for our jobs? I'm not sure, but I do know for sure it did not come back to help me or the other 500+ people that did not have a choice. For those of us who depend on every penny we make to survive this choice can make a big difference.

A concerned citizen,

*Tracy D. Beam*

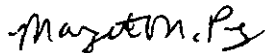
Tracy D. Beam

**Margaret M. Perez**  
**PO Box 23803**  
**GMF, Guam 96921**

My name is Margie Perez, I'm a University of Guam student and an hourly employee with Westin Hotel. I have worked in a Union as well as a non-union work environment . The accumulation of my union dues were approximately \$1500.00, this money I could have chosen to spend on other expenses such as bills or my daughters education.

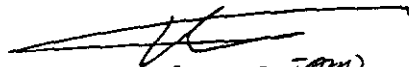
I'm not against unions but would have appreciated to" exercise my right to choose" to join the union and pay the dues.

Sincerely,



Margaret M. Perez

I BELIEVE THAT NOBODY HAS THE RIGHT  
TO CHOOSE FOR ME. AND WE DO NOT NEED  
A UNION. THAT'S WHY WE HAVE THE DEPT.  
OF LABOR.



Mitt Romney

To our Senators,

We are the hard working  
people of Guam, Please support

Bill 340

Maura S. Belser

To our Senators,

We are the hard  
working people  
Guam. Please support

our Bill 340

The right to choose

Violeta L. Talentin

To our Senators

We are the  
hard working  
people of Guam

Please support

Bill 340

Margdalena Santa

To our Senators

We are the hard working  
people of Guam, Please  
support our Bill - 340  
(the right to choose)

I Hana  
Wozowic  
Pena

To our Senators,

We are the hard  
working people of  
Guam. Please support

our Bill 340

Lita Camarillo

To our Senators,

I am in favor  
of Bill 340

We are the hard  
working people  
of Guam.

Caridad Pato



**TESTIMONY**

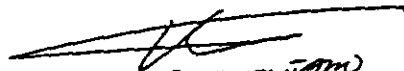
I, Rebecca C. Rivera, do hereby place my support for Bill No. 340. I feel that as an employee, I should have the freedom of choice when it comes to matters regarding my employment. I am a secondary wage earner of my household and my decisions greatly affect those in my family. I strongly feel that any type of union involvement would not benefit any employee at all. To have to pay union dues from the money that we would work hard for would seem like such a wasted effort. I give my full support in the hope that Bill No. 340 is passed into law. May we never forget we do have the choice.

A handwritten signature in black ink, appearing to be 'R. Rivera', with a long horizontal stroke extending to the right.

REBECCA C. RIVERA

11-15-99

I BELIEVE THAT NOBODY HAS THE RIGHT  
TO CHOOSE FOR ME. AND WE DO NOT NEED  
A UNION. THAT'S WHY WE HAVE THE DEPT.  
OF LABOR.

  
MELVIN MONTAGNA

11/19/99

Dear Senator Salas

Thank you for allowing me the opportunity to present my testimony.  
My name is Akiji Ono and I am the President of the Japan Guam Travel Association.  
Our association has reviewed your proposed Bill 340 and we fully support you efforts.

Our organization is made up of 19 members with 1100 employees. It is very important that our employees are treated fairly and equally. We wish that the people that work for us have the same rights as those employees that work for both the local and federal government. The right to choose to work anywhere should be not prohibited if someone does not want to belong or pay dues to any organization.

*Of secondary importance is the economic impact that your bill provides for.*  
Studies both in the US and in Japan consistently have proven that Right to Work states and prefectures stimulate investment and encourage growth.

In closing I again thank you and your colleagues who introduced the bill and hope for it's successful passage.

Sincerely,

Japan Guam Travel Association

President

Akiji Ono





November 19, 1999

Honorable John C. Salas  
Guam Legislature  
155 Hesler St.  
Agana, GU 96932

RE: Bill 340

I Ruthdalla M. Aninzo, as an employee of Micronesia Holiday Tours, am in favor of BILL No. 340, the "Right to Choose."

I enjoy working on above said company, and I have no reason why I should even think of a union to protect me. All I know is, I'm doing my work and following what management is telling me to do. Same way management is giving me in return benefits, not only for me but also to my family.

If ever Bill no.340 not be passed, who will pay for the union dues? I do not want to join by force, or because majority of employee wants. Where is my right to choose?

Please support BILL No. 340.

Thank you.

A handwritten signature in black ink, appearing to read "Ruthdalla M. Aninzo". The signature is stylized and written in cursive.



November 19, 1999

Honorable John C. Salas  
Guam Legislature  
155 Hesler St.  
Agana, Guam 96932

RE: BILL No. 340 "Workers Choice Bill" - Testimony

My name is Edmundo Pecson. I attended the public hearing this morning and gathered information on the strong and emotional testimonies made by supporters. I too support Bill No. 340, "The Workers Choice Bill." I kindly ask for your help to be in favor of this Bill, because it will grant me the same rights as government employees, and the freedom of choice in the work place.

As an employee in a private sector, I want to have the right to choose, and that should not be taken away from me nor from anyone else. That is to voluntarily choose whether or not I want to join and give financial support to a union.

Last message I want to deliver is for your help and support to be in favor of Bill No. 340.

Thank you, and Si Yu'os Ma'ase.

A handwritten signature in black ink, appearing to read "Edmundo Pecson", is written below the text.

TESTIMONY BEFORE THE TWENTY - FIFTH GUAM LEGISLATURE  
PUBLIC HEARING  
ON BILL 340—RIGHT TO WORK BILL  
November 19, 1999  
Tamuning, Gym, Tamuning, Guam

November 19, 1999

Hafa Adai,

My name is Jacques Baker and I am currently working for the Securewest International Inc. . I am here on my own time because Bill 340 concerns me.

I can not believe we are going against/and or have come to a point were "we" (governments,senators, unions,big private sector companies etc.) Think our founding forefather's where wrong when they sat down together and came up with our Country's Amendment's. The last time I checked this country is still based on "THE AMERICAN WAY" , which is FREE ENTERPRISE . Not a one band conglomerate or dictator style country's/ organization's/ union's. Basicly everything boils down to "FREEDOM OF CHOICE" for all party's involved.

Thank you all for listening to our plight's concerning this BILL—340.

SINCERELY YOURS,

Jacques "John" Baker

**(Speaker), Senators, Lords & Gentlemen,**

**I appear today in front of you to support what this country is all about; FREEDOM.**

**No country in the world protects its citizens and workforce like the U.S. of A.  
No industrialized nation has had a growth in new enterprises like the U.S. of A.**

**If this country stands for freedom from a global perspective,  
freedom of religion, freedom of political beliefs and ideals, freedom of speech and.....  
freedom of choice ?**

**It took great leaders of this nation to teach us freedom; Thomas Jefferson, Martin Luther King  
– wasn't it all about the right to choose?**

**If we can choose in our lives about partners, being represented medically and politically, why  
not the choice on representation in the workforce?**

**This is not a matter of union representation; this is a matter of the right to choose.  
I fail to see why this matter is questioned. If one needs representation, one will call on it. If  
one does not need representation one will not call on it. This is not an issue of fairness to the  
employer; this is an issue of fairness to the employees.**

**What makes you think that these ladies and gentlemen can choose on having families,  
financing cars and homes, raising children, caring for the elderly and this community, but not  
able to choose on whether and when they wish representation in the workplace?**

**Exclusivity clauses in businesses are against the spirit of free enterprise; isn't freedom what  
this nation has taught so many of our neighbors in Asia. Isn't it the choice of every oppressed  
individual to live in this great nation?**

**I will not bore you with the statistics that indicate that "employees choice" states have  
attracted far more investors to grow the local economy than in states who do not. Las Vegas is  
perhaps a good example.**

**It is our combined responsibility to create an environment in which free enterprise and new  
workplaces are created to grow the prosperity of each single participant in this community.**

**The island of Guam has through its people and unique location advantages and opportunities  
that no other American territory has. Do you wish to be responsible to enhance or diminish  
that future?**

**Recently I had the privilege to work in the People's Republic of China for two years, and I have  
seen and lived what it means to have NO CHOICES ! Ask 1.2 billion Chinese citizens what it  
means to have NO CHOICE.**

**If Federal and Local Government employees have the right to choose, why not the private  
industry?**

**Has the bible taught us about freedom? Or as Gallileo said: "the bible tells us how to go to  
heaven but not how the heavens go."**

**Give the people the right to choose !**

**Thank you.**

**Herman Ehrlich 11/16/99**

Hafa Adai Senators!

My name is Frank Toves and I am here because I want to be here.  
I have two jobs, one as a management member, and the other as an associate.

I am not anti-union, I am pro-right to work. I don't believe it is democratic that just because a union wins bargaining rights and maybe by only 50% + 1, that those who do not want to join, must join or lose their jobs. Yes, lose their jobs because they refuse to join and pay dues. That would include my oldest daughter. And why wouldn't my daughter want to pay the dues, because she needs every dime she earns to support her daughter, not pay union dues, union fees, union taxes, whatever.

I am pro-right to work, because my other 6 sons and daughters are about to join the workforce and would not be able to get a job in a business where there's a union unless they joined the union. This is called a closed shop.

I urge you and your colleagues to support bill 340 so my kids can get jobs without having to join a union and pay dues, taxes, fees, whatever. This is called an open shop. This is called pro-right to work, this is what federal government employees and local government employees have, support bill 340 so we all "have."

Thank you and Si Yuus Maase.



*Senators,*

*My name is Rocky Perkin. I am a Senior Steward at the Onward Beach Resort. I am not on duty right now and came to ask you to support Bill 340- Worker's Right To Choose. I believe in this bill because I do not want to be forced into something just so I can hold on to my job. I know what I am talking about because I worked in other places where there was no Right to Choose.*

  
*Rocky Perkin*

Good Morning Senators. Hi, my name is Jo-Ann Villafuerte and I am an employee of the Onward Beach Resort. I am here today to testify the importance of the passage of Bill 340. I am in favor of this bill because it gives people the right to choose whether to become a union member or not and does not make it a requirement for employment. This in turn allows people their basic human rights, the right or freedom to choose. Many families here work to provide for or support their families. Like them, I work to help out my family. I would like very much to have the freedom to choose and not have to jeopardize my employment because I refuse to contribute to the union. The bottom line here is freedom of choice.

Jo-Ann Villafuerte 11/19

**My name is Cris Gamboa, I am working for Onward Beach Resort as Training Director. Senators, I think there is a clear sense of INJUSTICE on this island, the reason why I said this is because, there are some people who have the RIGHT TO CHOOSE and there are others who DON'T HAVE! Senators, your duty is to serve your people; why do I have to beg for this right? this FREEDOM OF CHOICE should be given to everyone, WE ARE ALSO ENTITLED TO IT! I WANT YOU FIGHT FOR MY RIGHT! I WANT YOU TO VOTE YES ON BILL 340! Thank you.**



**Cris Gamboa**

November 19, 1999

Hafa Adai,

My name is Naty Little and I am a floor Supervisor at Onward Beach Resort. I am here today to ask you to pass Bill 340. The Workers Right To Choice Bill, because the private sector employee's have the right to choose.

*Naty Little*  
\_\_\_\_\_  
Naty Little

My name is Donna Renee Anderson and I am here on my own free will and constitutional right to testify in support of Bill 340. I am a citizen of the United States of America and an 18 year resident of Guam.

"We hold these truths to be self-evident, that all men are created equal" is the only quote from our United States Constitution that I have memorized. It the beginning of a document that continues to move our nation through significant life changing experiences. For whatever reason, we have amendments and acts that have changed the basic foundation of that document. I must not forget that many people of diverse ethnic and racial backgrounds fought and died for what I consider the most important statement, that "all men are created equal".

I am not here to address the issue of whether or not unions are good or bad or if management within organizations is good or bad. If we look not too far within any organization we will find quite easily that there is more good than bad.

I want to address the issue of choice; my choice. I am not interested in the history of any of the political correctness of the political issues of this bill. I am appalled that the bill has to be introduced and that it has created a sense of confusion that introduces a "win-lose" environment around and within workplaces. That is not right.

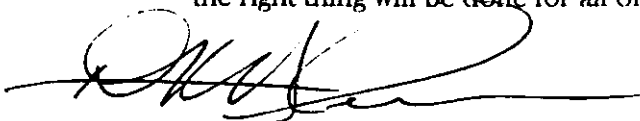
It is not right that I must address an "elected by the people" senatorial body to ask for support for my right to choose.

Am I an equal citizen here or has all that those who have fought and died for mean nothing any more? You know, the part of our embarrassing history where people were jailed, beaten, waterhosed and lynched to have the choice to go to schools, churches, retail and grocery stores, restaurants and hotels that were closed to people of color. I have a right of choice and that is all I want from this legislative body.

I am allowed choices at my place of work and in my daily life experiences. Why am I not going to be given this same right of choice dictated to me in my own constitution.

I ask you to show support of Bill 340 in two ways

1. Pass it into law and
2. If the Governor vetoes this bill, to produce the needed votes to override that the right thing will be done for all of us.



Donna Renee Anderson  
Concerned Citizen

11-19-1999

My name is Estela E. Gaguca of Western Puerto  
Guam. I am supporting the BILL 340 because  
I want to have the right to choose because  
it is fair for everybody. No one can tell  
us what to do.

This Bill is the right BILL for everyone.

Estela E. Gaguca  
ESTELA E. GAGUCAS  
647-0991

NOVEMBER 19, 1999 (WESTIN RESORT GUAM)

I ROWENA B. NAVARRO WANTS TO SUPPORT  
THE BILL # 340 AND HAVE A RIGHT TO CHOSE  
IF I WANT TO REPRESENTED ~~THE~~ THE UNION OR  
NOT.

RESPECTFULLY YOUR,  
ROWENA B. NAVARRO  
Navarro RB.  
W7 1020

I fully support BTI 340 with the belief that everyone has the right to choose whether they want to or don't want to join a union.

The choice should ~~be~~ be the individual's and not anybody else's.

Maggi Woods  
Westin Resort Guam



I FULLY SUPPORT BILL 390, I BELIEVE THAT  
EVERYONE HAS THE RIGHT TO CHOOSE. IF GOD  
HAS GIVEN ADAM & EVE THE RIGHT TO  
CHOOSE IF THEY WANT TO TAKE THAT APPLE OR  
NOT FROM THE GARDEN, THEN NOBODY SHOULD TAKE  
AWAY THAT FREEDOM FROM US. GOD HAS THE  
POWER TO INTERFERE BUT HE RATHER NOT &  
LET ADAM & EVE BE RESPONSIBLE FOR THEIR  
ACTION & LEARN FROM IT. I WOULD LIKE MY  
CHILDREN TO HAVE THAT SAME TYPE OF CHOICE,  
RATHER THAN IT WILL BE FORCEFULLY FEED TO  
THEM CAUSE THEY DON'T HAVE THAT FREEDOM

*Ronnie*  
POWER TRAIL  
WESTON RESORT

## The Right to Choose – YOUR Right to Choose

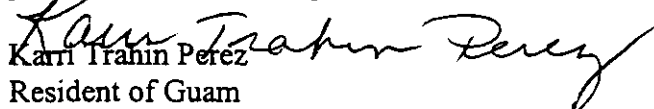
Why is Bill 340 so important to you and this island and how does it affect your life and the legacy you leave your children?

Because it addresses a fundamental issue, that is the issue of who will decide what to do with a portion of you and your children's paycheck. Will it be the individual or will a representative from various groups make the determination. Whose right is it and whose right should it be?

My biggest concern with the current status of the private sector workplace without the right to choose is the implication that individual's are incapable of making the right choice for themselves regarding how they want to spend their income. Why are we teaching our youth to think for themselves and make the important choices for the future if they are not going to be able to exercise that right with something as basic as their earnings? Why are we as an island spending the time and effort teaching our children to be independent and make their own decisions only to turn around and tell them someone else will make the important decisions for them?

When people have no choice, they do not have to make decisions. When they do not have to make decisions, there is no reason to think. We need to decide as an island, are we going to grow independent thinkers and leaders or do we want a community of followers who will "do as they're told".

I must live with myself every day when I look upon the faces of my own children who are going into the workplace and the youth I instruct. After years of teaching them to think, to decide, to choose, I cannot now tell them that they have no right to do so, as I will have wasted my time and theirs. We are building our children's future one step at a time. Reaffirming our faith in the individual's ability to make the right choice by passing Bill 340 is a step we must take to move our island forward.

  
Karri Trahan Perez  
Resident of Guam

Testimony in Favor of Bill 340

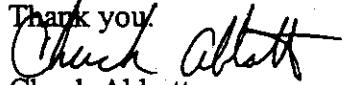
Hello, my name is Chuck Abbott and I am a private citizen residing on Guam.

As the General Manager of the Westin Resort, I am charged with identifying and addressing the concerns and needs of my employees. Because of this role, I feel it is important to constantly communicate with my employees through both written and oral means.

One of the concerns I have had recently is their opinion regarding Bill 340 and their right to choose. In our survey of our employees, more than 90% of the employees surveyed think they should have the right to choose.

I would like myself and my employees to be able to decide individually whether or not they would like to give a portion of their pay to a third party and I strongly support the passing of Bill 340.

Thank you.



Chuck Abbott  
General Manager  
Westin Resort, Guam



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**EXECUTIVE  
OFFICE**

**OUTRIGGER GUAM RESORT**

**MEMORANDUM**

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1255 Pale San Vitores Road, Tumon Bay, Guam 96911  
TELEPHONE: (671) 647-9707 • FAX (671) 647-9710  
Email: dbrady@outriggerrguam.com

**To:** Guam Legislature  
**Date:** November 19, 1999  
**From:** Dorsey Brady, Vice President & General Manager  
**Subject:** Bill 340 Testimony

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**Freedom of choice – isn't that a pretty basic right we have all come to expect? Why would we consider not doing so? Why would we give this right to one sector of employees and not another? Bill 340 will simply give private sector employees the same rights that public sector employees already have. That is the freedom to voluntarily choose whether or not they want to join and give financial support to a union. This right is already granted to public sector employees, why would we not allow others to have the same rights?**

**Think about it – would you want to be forced to join an organization you would rather not join and pay them a fee for having to do so? Or, would you prefer to have a choice in the matter? That's what it's all about – freedom of choice. Preserve your freedoms – support Bill 340 – don't let anyone tell you that you have to join an organization you don't want to join and pay them money you don't want to pay!**

Si yu'os ma'ase,

Hafa Adai!

I am Laverne Salvador, a member of Inetnon Finayi, the executive committee, of the Outrigger Guam Resort. As I made the choice to leave the 'born-and-raised' comfort of my home in Hawai'i to venture out into Micronesia and contribute my talent, skill and passion for what I do in the hospitality business, I have also chosen to be here today in support of Bill No. 340, the 'Workers' Choice Bill.' I strongly feel each individual, capable of gainful employment, should have the right to unconditionally choose their working environment. The passing of Bill No. 340, the Workers' Choice Bill, will ensure this inalienable right.

Si yu'os ma'ase!

Laverne H. Salvador  
Director of Hospitality Operations  
Outrigger Guam Resort  
1255 Pale San Vitores Road  
Tumon Bay, GUAM 96911

Public Hearing on  
Bill 340—The Right to Work Act of 1999

Hafa Adai! My name is Taliea J. Guerrero. I'm here today to support Bill 340, on my own time and my own free will.

Every person should have the **freedom to choose** whether to be a union member or not. No one should be denied employment should they choose not to be a member. I feel that in most cases this creates a division in many companies where employees are concerned. In all actuality, they should be a team, working together towards one common goal.

There are many people on the island who are experiencing a decline in pay due to the present situation with our economy. Union dues are just another bill they have to pick up to keep their jobs.

For all those employees who have been treated unjustly, we have Department of Labor and more than a handful of lawyers to choose from.

The **freedom of choice** is something we are blessed with in the United States, and our forefathers saw to that.

Si Yu'os Ma'ase,



Taliea J. Guerrero  
*Sales & Marketing*  
*Outrigger Guam Resort*

Buenas and Hafa Adai,

My name is Christine SanNicolas. I am an employee of the Outrigger Guam Resort. I am writing this letter on my own accord in support of Bill 340. Although I can not be present at the public hearing, I would like to voice my opinion to those concerned.

My reasons for endorsing this bill are supported by my experience in working for the private sector for fifteen (15) years. I believe that it is an individual's choice for how they want to maintain their livelihood. Sure there may be pros to being part of a union environment; however, I for one believe there are more cons. I am totally against paying union dues. Why would I want to spend or give part of my hard-earned money to a union?

I have enjoyed working for many of the companies I have been associated with for many reasons. Particularly because most of them have a management team who care about their employees. I feel that salaries should be based on an employee's performance, productivity, knowledge and attitude. It is up to that individual to choose whether or not they want to excel and/or advance in their career choice.

The power of choice is a God given constitutional right that our forefathers bled and died for and if Bill 340 is passed, my right to choose has been taken away. I urge you to vote for this bill so that all individuals working for the private sector continue to have individual freedom.

Si Yu'os Ma'ase,



Christine SanNicolas  
Outrigger Guam Resort

**TESTIMONY BEFORE THE TWENTY-FIFTH GUAM LEGISLATURE  
PUBLIC HEARING  
ON BILL 340 – RIGHT TO WORK BILL  
November 19, 1999  
Tamuning, Gym, Tamuning, Guam**

November 19, 1999

Hafa Adai,

My name is Franklin Sablan and I am currently working for the Outrigger Guam Resort in the Human Resources Department. I am here on my own time because Bill 340 concerns me.

I believe that every human being should have a choice especially a choice that deals with employment. Whether it be benefits, management, or the company itself. I know I should have the right to choose whether or not to be in the union. I urge you senators to think about this bill before you vote because this Bill will affect the lives of people who are only making minimum wages. Think about the things we have to pay for already. Water & power bills have gone up and we now have to pay for trash pick up. Think about single parents who have children to support and whether they like it or not they may still have to pay for union dues. Remember every penny counts when you have a family to support. Think of how much stress you will put on the people of Guam who do not want to be a part of the union. Remember this is about choice. We all have the choice to pick the leaders of our island and when we voted for them we knew we were making the right decision on who we wanted to sit on those chairs. Now you are here for the people of Guam and I urge you to vote **YES** for the **RIGHT TO WORK BILL** because remember this is about **CHOICE**.

Si Yu'os Ma'ase



Franklin S. Sablan



MY NAME IS BEN M. GARCIA, I AM A U.S. VETERANS  
FOR 22 YEARS AND ALSO A VIETNAM VETERANS. AND A  
DEDICATED VOTER

I AM CURRENTLY EMPLOYED AT THE OUTRIGGER  
GUAM HOTEL AND RESORTS. I CAME HERE AT MY  
OWN FREE WILL, IN ORDER TO SUPPORT BILL 340.

I AM NOT BEING PAID TO BE HERE, BUT I'M HERE  
TO EXERCISE MY RIGHTS TO SUPPORT BILL 340.  
SO, I'M ASKING ALL OF YOU TO SUPPORT THE RIGHT  
TO WORK AND WITH RESPECT TO ALL OUR  
DISTINGUISHED GUEST AND ALL LAWMAKER PLS.  
HELP US TO PASS THE BILL 340.



SI YO'USE MA'ASE  
BEN G.

Hafa Adai.

My name is Grace Donaldson. I work for Outrigger Guam Resort. I am here on my own accord to support Bill 340 and asking you to do the same. Vote for Bill 340.

When I was 19 years old, a good friend asked me why I did not vote. I did not have a good reason. The issues at that time did not really matter to me. However, my friend shamed me into registering to vote. I've been a registered voter since. And I have voted in most elections. I vote on issues and I vote for someone who supports my issues. This Bill 340, the right to work bill, is about an issue I care very deeply about.

As the Director of Human Resources for Outrigger, I hear many staff's problems and their concerns both at work and at home. I hear about issues that concern them. In our current economic situation, the ability to pay their bills is a concern. They should not be forced to pay dues to an organization they do not wish to join.

This issue, the right to work, is not about making labor unions illegal or even about preventing staff from joining unions. Frankly, if we don't treat our staff well, or have no concern for them, we deserve to be unionized. However, this is not about that. It's about choice. It's about principles. It's about fairness. Why should the federal and GovGuam employees have the right to choose but not us in the private sector. It's not about unions. It's about choice.

Please vote for Bill 340.

Si Yu'os Ma'ase,

A handwritten signature in black ink, appearing to read "Grace Donaldson". The signature is fluid and cursive, with a long horizontal stroke at the end.

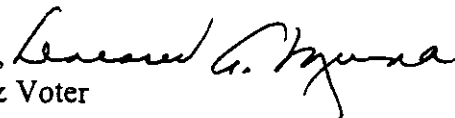
ORAL TESTIMONY  
BEFORE THE TWENTY-FIFTH GUAM LEGISLATURE  
PUBLIC HEARING ON  
BILL 340 – THE RIGHT TO WORK ACT OF 1999  
Or WORKERS' CHOICE BILL  
NOVEMBER 19, 1999  
Tamuning, Guam

Hafa Adai! My name is DOLORES ANDERSON MUNA. I am currently employed by the Outrigger Guam Resort as a Sales & Marketing Administrative Assistant. I am here today on my own time and of my own free will because Bill 340 is very important to me, my family, and to my livelihood.

I do not claim to be an expert on unions, but what I do know is that they cannot **guarantee** you anything! All they can do is "negotiate" for you at a price - a monthly dues, which comes out of the employee's paycheck. I'm not saying unions are bad. What I am saying is, "I should have a choice" in whether or not I want to be a member of one. At a time when some utilities have gone up and we now pay for trash pickup, I need every cent I earn. I do not need anyone to negotiate anything for me; I can do that myself and, in fact, have done that for the past 39 years that I have been in the private sector workforce. I have **never** had to pay a middle person to do something that I can do on my own, and I have managed to do just fine.

Most of you Senators I know personally and when you asked for our votes last election, you asked us to make a **choice**, and **choose you**. We did, and now you want to take away our right to **choose** whether we want to belong to a union or not. **Something is seriously wrong with this picture!** Before I leave today, I would like to ask each of you Senators who do not support Bill 340 to explain to me in plain, simple English, why it is in my best interest that my right to **choose**, (if I want to join a union or not), be taken away from me. How is it going to benefit me to have more money taken out of my paycheck and given to someone who cannot **guarantee** me anything? I don't have a college degree, but something doesn't seem right here. What would you do if the shoe were on the other foot, and you worked for the private sector? Would you want **your right to choose** taken away from you by someone else?

Thank you for giving me this opportunity to get this off my chest and onto yours, and if this Bill is not passed, I along with hundreds of others, will be making some different **choices** next election unless you plan on taking that right away from us too.

SI YU'OS MA'ASE,  
Dolores Anderson Muna,   
U.S. Citizen, Taxpayer & Voter

Hafa Adai. My name is Raven Denise Chong. I'm currently employed at the Outrigger Guam Resort. I am here on my own accord, and I am not being paid to be here. I am in favor of Bill 340.

The reason I'm in favor of the Right to Work bill is families, single parents, students and grandparents are having problems meeting the demands and cost of the daily life. Every pay period, we do our civil duties and pay our taxes. Why dent our wallets even more providing union dues to phantom sources. We are approaching the millennium. Things have changed from the time of oppression. We are no longer in need of the union. With modern management and Human Resources, we the people have grown and can handle our own problems. We have our constitution, our freedom of speech and domestic tranquility. Why should we dent our wallets while candidates' pockets swell out of the sweat of our brows. For the union to impose or demand that we be unionized, they better remember that we have natural rights, as James Madison said best. "The bill of rights does not give us the people these rights. They belong to all human beings. The Bill of Rights prevents government from taking them away.

So on that note, I Raven Denise Chong can negotiate for myself. I alone have the freedom to choose. The right to work is my choice.

*Raven Denise Chong*

*11-19-99*

I, Irene B. Evangelista, of Yigo, would like to ask the legislature to pass bill 340, simply because it gives the people of Guam to have the "Freedom of Choice". At this present economic crisis a lot of people would like to see their opinions and choices be heard. If the bill is pass it will help everyone to choose for themselves.

*Irene*  
11-12-99

Alupang Beach Tower Hotel

Fr. Bonifacio S MARALTAO

To support Bill 340

I wish to exercise my  
right of freedom & liberty in  
form of Democracy

Bonifacio S maraltao

**TESTIMONY**

I, MARK M. TANAEL, employed by Alupang Beach Tower as a Waitstaff, is in favor of supporting Bill No. 340 – “Freedom of Choice”. I believe that we can not force people to join an organization which we are not in favor. This is my rights that I have to practice.

I hope and pray that the 25<sup>th</sup> Guam Legislature would pass Bill 340 not only for my benefit but for the benefit of all the employees in the private section. We want to have the same rights as the employees of the Government of Guam.

Respectfully yours,



MARK M. TANAEL  
November 18, 1999

11-18-99

Alupang Beach Tower Hotel

FR. BONIFACIO S. MACANTAO

To support Bill 340

I wish to exercise my  
right of freedom & liberty in  
form of Democracy

Bonifacio S. Macantao



**TESTIMONY**

I, MARK M. TANAEL, employed by Alupang Beach Tower as a Waitstaff, is in favor of supporting Bill No. 340 – “Freedom of Choice”. I believe that we can not force people to join an organization which we are not in favor. This is my rights that I have to practice.

I hope and pray that the 25<sup>th</sup> Guam Legislature would pass Bill 340 not only for my benefit but for the benefit of all the employees in the private section. We want to have the same rights as the employees of the Government of Guam.


Respectfully yours,



MARK M. TANAEL  
November 18, 1999

I, JAMES R. VEGA, EMPLOYED  
AT ALUPANG BEACH TOWER TOTALLY  
SUPPORT BILL 340. I BELIEVE  
ALL EMPLOYEES HAVE THE RIGHT  
TO CHOOSE.

PLEASE GIVE US THIS RIGHT AND  
PASS BILL 340. THANK YOU TO  
ALL AT THE 26<sup>TH</sup> GUAM LEGISLATURE

YOURS TRULY  
James Vega  
 11-16

**TESTIMONY**

I, ILUMINADORA L. ABASTAS, employed at Alupang Beach Tower as Housekeeping Attendant, do hereby support Bill #340, giving the employees in the private sectors the choice to decide whether or not I want to be represented by a labor union. I want this right and should not be taken away from me. I was given this freedom to choose what I want to do, what I want to eat, where I want to go and what to decide for myself.

I urge the 25<sup>th</sup> Guam Legislature to pass Bill No. 340 for our own benefit.

Thank you very much.

*I. L. Abastas*

ILUMINADORA L. ABASTAS

11-18-99

## TESTIMONY

I, Bernadette Pilaan working at the Alupang Beach Tower , agree to the Bill No. 340 because I want my freedom to choose and decide on my own.

Bernadette Pilaan  
Bernadette Pilaan

11-12-99  
Date



# Alupang Beach Tower

RESORT CONDOMINIUM

IKO SA ESTELITA NIVERA, NAGTRABO  
SA ALUPANG BEACH TOWER, AND AY  
NAGSUSUPPORT SA BILL NO 340, PARA  
MABIGAN NG ING KARAPATAN KO SA  
PAGPILI KUNG ANONG MARETI PARA  
SA PAG-UUNLAD NG ATING ICARAPATAN

ESTELITA NIVERA  
SIGNATURE

11-12-99  
DATE

---

I, ESTELITA NIVERA, working at Alupang Beach Tower, is supporting Bill No. 340 to have that freedom to choose what is good for our progress.

Signed by: ESTELITA NIVERA

NOVEMBER 15, 1999

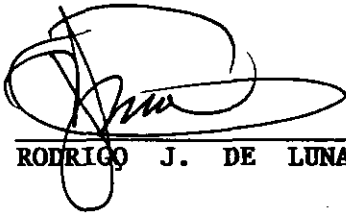
I'm an employee of Alupang Beach Tower. My name is  
Jocelyn J. Mondina. Yes, I'm in favor with "BILL NO. 340  
THE RIGHT TO CHOOSE". I believed that every individual  
has its own rights and nobody can take that right from me.

Thank you,

J. Mondina  
JOCELYN J. MONDINA

T E S T I M O N Y

I, RODRIGO J. DE LUNA, FROM ALUPANG BEACH TOWER, IS  
SUPPORTING BILL NO. 340 BECAUSE I WANT THE FREEDOM  
OF CHOICE. FURTHERMORE, I DON'T WANT TO BE DOMINATED  
BY ANYONE ELSE OF MY PRECIOUS RIGHTS UNDER THE LAW.



RODRIGO J. DE LUNA

**TESTIMONY**

November 12, 1999

I, Amelia Bernardino, working at Alupang Beach Tower wants to support Bill No. 340 because I want to exercise my freedom of rights.

Respectfully Yours,

Amelia Bernardino  
Amelia Bernardino



# TESTIMONY

November 12, 1999

That I, Jane M. Crame of Alupang Beach Tower, decided to support Bill No. 340, because I strongly believe that as human being, we have the right to choose for ourselves. Nobody should violate that rights that was given to us. I want freedom to decide for my future and what I think is good for me.

Respectfully Yours,

---

**Jane M. Crame**

NOVEMBER-12-1999

TESTIMONY

I BENITO B. MEDINA, ALYANG BEACH TOWER I DECIDED  
TO SUPPORTED BILL NO 340 BECAUSE I WANT TO HAVE WHICH I  
BELIEVE THE FREEDOM TO CHOOSE IS GOOD FOR ME

RESPECTFULLY YOURS

Benito B. Medina

11/12/99

Testimony.

I, Jennina M. Espinoza of Alupang  
Beach Town support Bill # 340.

Jennina M. Espinoza

NOVEMBER 12, 1999

TESTIMONY

I LEVETICO G. LORENZO, OF ALUPANG BEACH TOWER CONDO  
FULLY SUPPORTED BILL Nº 340 BECAUSE I WANT TO EXCERCISE  
MY FREEDOM AS AN INDIVIDUAL.

RESPECTFULLY YOUR,  
LEVETICO G. LORENZO

## TESTIMONY

I, Alicia Ignacio working at Alupang Beach Tower choose the Bill No. 340 for the freedom of choice. I want the right to choose and freedom for not deducting my salary for the union because its only enough for my bills to pay.

Alicia Ignacio  
Alicia Ignacio

11-12-99  
Date

---

November 12, 1999

I, ATSUKO CATHEY, from Alupang Beach Tower, would like to testify in favor of Bill No. 340, "Freedom of Choice". I strongly believe that each employee should have the right to choose if they want to join the union or not. Each employee has their own way of showing their ability to work and they also know how to rate themselves. They should not be forced to join the union if they don't want to. I myself want that freedom to choose.

For the advantage of the people of Guam, I say loud and clear "Yes on Bill No. 340". Thank you to the 25<sup>th</sup> Legislature for introducing this bill.

  
ATSUKO CATHEY

## TESTIMONY

November 12, 1999

I, Rodolfo M. Reyes, working at the Alupang Beach Tower, I'm supporting the Bill No. 340 because I want to exercise my freedom.

Respectfully yours,

  
Rodolfo M. Reyes

I Marizol G. Acfua, employed  
at Anyong Beach tower, Support Bill 340

Because it's unlaawful for non-members  
to pay union due and I want a "freedom  
of choice"

Marizol G. Acfua



**TESTIMONY**

**November 12, 1999**

**I, Camilo C. Azores, working at Alupang Beach Tower I'm supporting Bill No. 340 for I want to express my rights and freedom.**

**Yours truly,**

A handwritten signature in black ink, appearing to read 'Camilo Azores', written over a horizontal line. The signature is stylized and cursive.

**Camilo Azores**

Ako si Helen Mijares sa Alupang Beach Tower  
Sumusuporta ko sa <sup>Bill No.</sup> 340  
para magkaroon ako ng kabayaran sa  
malapagpala ako lang mabute para  
sa akin.

---

I am Helen Mijares of Alupang Beach Tower supporting Bill No. 340 in order  
for me to have the freedom to choose what is best for me.

Yours truly,

/signed/  
HELEN MIJARES

Yours Truly  
Helen Mijares

- 11-12-99

## TESTIMONY

That I, Apolonia Ventura from Alupang Beach Tower say yes to Bill No.340 because I want the freedom to choose for I have plenty of children to support.

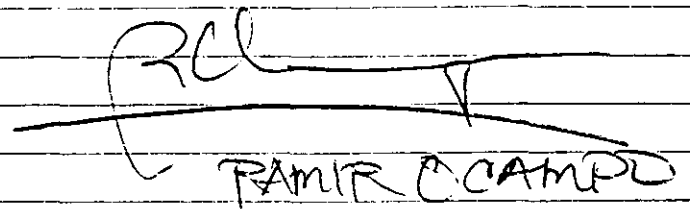
*Apolonia Ventura*  
Apolonia Ventura

11-12-99  
Date

NOVEMBER 11, 99

I, Ramirs J.S. Ocampo, employed at  
Alupang Beach Tower, Support Bill No. 340  
because I believe in Freedom of Choice.

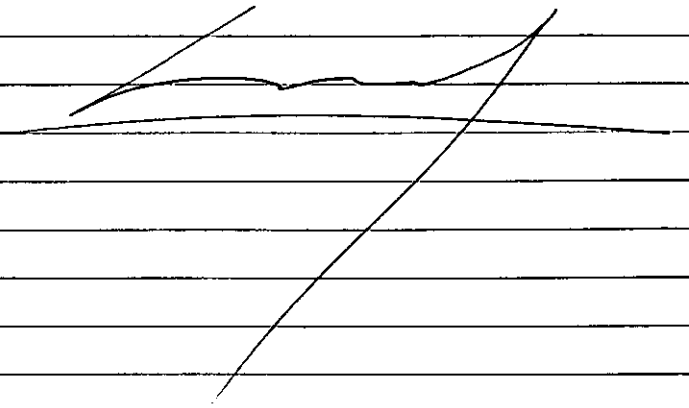
It is unlawful to force employees to belong  
to a union and to pay union bills.

  
RAMIR OCAMPO

I Jay Paschal employed at

Ajupong Beach tower, support Bill 340

Because, I don't want to be forced to  
join the union & pay their union dues.



## TESTIMONY

I, Florence D. Remitera of Alupang Beach Tower, Strongly support the Bill No. 340. I believe no person shall be violated of their rights for freedom. Freedom of choice is very important in our daily lives, so does this bill is about. Don't chain me to something I don't want.  
Yes to Bill No. 340!

(Florence D. Remitera)  
Florence D. Remitera

Nov. 12, 1999  
Date

November 12, 1999

I, Clarivil E. Carino, an employee for the Alupang Beach Tower, am in favor for Bill 340. I support this bill because I want the right to choose what is best for me. My life is full of choices. What I wear, what I eat, where I go, and what I do are all my choices. It is my God-given right. To take away that right, is to take away my life and everything I believe in. What worth is there in living when you take away a person's self-respect and self-determination. I choose to work for the Hotel Industry and I choose to work for the Alupang Beach Tower, not because I have to, but because I want to. I choose to live on Guam, a democracy, where our people are self-governed and have the right to speak their minds and to speak it loudly. A government where there is no COMMUNISM.

I implore to you, my fellow senators, to support Bill 340 for the people of Guam, for the future of Guam.

Sincerely,



Clarivil E. Carino  
Front Office Clerk  
Alupang Beach Tower

11-13-99

I Justa E. Pingul of Alepang  
Beach Tower, Housekeeping Depart-  
ment, Agree to the Statement  
I have read about Bill 340.  
I have chosen to in favor  
of the Bill 340.

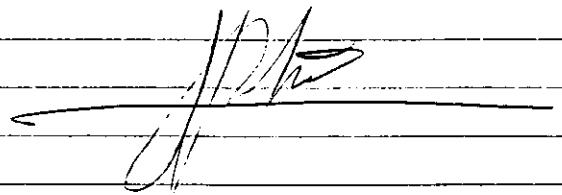
yes to bill 340

Respectfully  
Justa Pingul



I Jayson Pestanas, employed at  
Alupong Beach Tower, Support Roll 540.

Because it's unlawfull for non-member  
to pay union dues.

A handwritten signature in black ink, appearing to be "J. Pestanas", written over a horizontal line.

## TESTIMONY

I, Ma. Amor Molina working at the Alupang Beach Tower is hereby supporting Bill No. 340 because we have the right and freedom to choose what is best for us.

Ma. Amor R. Molina  
Ma. Amor Molina

11-12-99  
Date

## TESTIMONY

My name is Norma T. Bilon, Human Resources Manager of Alupang Beach Tower. This statement is submitted on my own accord. I would like to support in pushing Bill No. 340 "Freedom of Choice" through the legislature. I strongly believe that no one should be forced to do something they do not want to do. Let's have that "Freedom of Choice" – people who work in the private businesses must have the same rights as the employees of the Government of Guam or the federal government to choose between union membership and non-membership. This is their rights and should not be taken away from them. Everyone should have the right to choose whether they want to join a union or not and should not be a condition of employment.

Therefore, I am requesting the 25<sup>th</sup> Guam Legislature to pass this bill, Bill No. 340, for the benefit of the people of Guam.

*Norma T. Bilon*  
NORMA T. BILON

11-10-99

## TESTIMONY

NOVEMBER 12, 1999


I, EDITHA R. BALAGOT OF ALUPANG BEACH TOWER,  
SUPPORT BILL NO. 340 "RIGHT TO CHOOSE", BECAUSE  
I HAVE THE FREEDOM TO CHOOSE.

**I WILL SUPPORT BILL NO. 340**

Editha R. Balagot

NOVEMBER 12, 2019

I, WILLIAMS FULLY SUPPORT BILL NO 240  
BECAUSE IT WILL PROTECT MY RIGHTS AS AN  
EMPLOYEE

  
WILLIAMS FULLY  
FULLY SUPPORT BILL NO 240

**TESTIMONY**

I, TERESITA P. JOAQUIN, Housekeeping Attendant, Alupang Beach Tower, would like to testify in favor of Bill No. 340 – “Freedom of Choice” because I want to have the right to choose if I want to belong to a union or not. This will depend on how I was treated. Right now, I am happy with my job and they treat me nice at work.


I request that you pass Bill No. 340. Thank you.

  
TERESITA P. JOAQUIN  
November 15, 1999

## TESTIMONY

My name is Roberto F. Garcia, I work at Alupang Beach Tower, I live in Milagro St., Tamuning Guam, P.O. Box 7360, Tamuning 96911. I am supporting this Bill No. 340 because America is the land of the free, so I have the right to be free, to decide what is best for me.

  
\_\_\_\_\_  
Roberto Garcia

  
\_\_\_\_\_  
Date



**Alupang Beach Tower**  
RESORT CONDOMINIUM

Istimonga

11-12-99

ako sil Elvira Calbang.  
Nag tatarabahu sa Alupang  
Beach Tower, ako ay  
isa sa sumusupo<sup>sa</sup> 340  
Bill. at mapangalagan  
ang aking kasapatan at  
katiwiran.

Elvira Calbang

---

TESTIMONY

I am Elvira Calbang working at Alupang Beach Tower. I am one of the supporters of Bill 340 to take care of my rights and decision.

/signed/ Elvira Calbang  
ELVIRA CALBANG



**NOVEMBER 15,1999**

**TO: ALUPANG BEACH TOWER  
TAMUNING, GUAM**

**I, ALBERT PETRY, FULLY SUPPORT BILL NO.340**

**I BELIEVE, THAT ONE SHOULD HAVE THE FREEDOM OR THE  
RIGHT TO CHOOSE.**

**SIGNED:** Albert Petry 11/15/99

November 12, 1999

I Annabelle Cabanting support bill no.  
346 because I have the right to choose

~~Patanting~~  
Annabelle Cabanting  
Alupang Beach Towers

## **TESTIMONY**

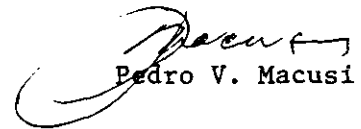
***I, Annie Ruth A. Ballesteros, of Alupang Beach Tower fully supports the passing of the Bill No. 340 with my own free will and decision. I and everybody was given a freedom of choice in any aspects of our life by God, so we must continue to practice freedom in any ways, especially in choosing and deciding what is best for our self, family members and especially our own family in the future. We live in the territory of United States which is a democratic country meaning we all have freedom, not like Russia and China in where Communism prevails thus not giving the constituents free will and freedom. We don't like COMMUNISM, we like FREEDOM.***

***Therefore, Guam Legislature, I fully support you in passing this bill.***

  
**Annie R.A. Ballesteros**

TESTIMONY

I, Pedro V. Macusi, presently employed as a security officer at Alupang Beach Tower, do hereby willing to support the bill #340 to be passed into law. As I understand, this bill was designed for the protection of everyone to have the right of speech, choice and equal opportunity for the improvement of our daily needs in life.

  
Pedro V. Macusi

TESTIMONY

I, NICOLAS MANLAPAZ FROM ALUPANG BEACH  
TOWER STRONGLY SUPPORT BILL 340 BECAUSE  
I HAVE MY FREEDOM TO CHOOSE WHETHER I  
WANT TO BE A MEMBER OR NOT  
YES TO BILL # 340

*Nicolas G. Manlapaz*  
NICOLAS G. MANLAPAZ

11-12-99

November 12, 1999

My name is Lucrecia J. Arongay. I am the Comptroller of Alupang Beach Tower.

I would like to testify in favor of Bill No. 340. I believe that each and every employee should have the right to choose whether they want to join a union or not and it should not be a condition for employment. If ever an employee will join a union, it should be when and if they want it, not because it is forced upon them by anybody.

I am enjoining the 25th Legislature to pass this bill to protect the people of Guam.

With the economic conditions prevailing in Guam now, any demand from a union for salary increase or additional benefits might result to more companies closing down, which ultimately will mean more employees losing their jobs and higher unemployment for Guam.

I sincerely hope, therefore, for the benefit of the employees, employers and the local government that Bill 340 will pass and pass this year.

  
LUCRECIA J. ARONGAY

## TESTIMONY

NOVEMBER 12, 1999

I, EDITHA R. BALAGOT OF ALUPANG BEACH TOWER,  
SUPPORT BILL NO. 340 "RIGHT TO CHOOSE", BECAUSE  
I HAVE THE FREEDOM TO CHOOSE.

**I WILL SUPPORT BILL NO. 340**

Editha R. Balagot

NOVEMBER 12, 1999

I, WILBERT MALLARI SUPPORT BILL NO. 340  
BECAUSE IT WILL PROTECT MY RIGHTS AS ALL  
EMPLOYEES.



WILBERT MALLARI

ASUPMAG, BENICH TOWER



I Maximil G. Acfuba, employed  
at Anyong Beach tower, Support Bill 340

Because it's unlawful for non-member  
to pay union due and I want a "freedom  
of choice"

Maximil G. Acfuba

## **TESTIMONY**

***I, Annie Ruth A. Ballesteros, of Santa Fe on The Bay fully supports the passing of the Bill No. 340 with my own free will and decision. I and everybody was given a freedom of choice in any aspects of our life by God, so we must continue to practice freedom in any ways, especially in choosing and deciding what is best for our self, family members and especially our own family in the future. We live in the territory of United States which is a democratic country meaning we all have freedom, not like Russia and China in where Communism prevails thus not giving the constituents free will and freedom. We don't like COMMUNISM, we like FREEDOM.***

***Therefore, Guam Legislature, I fully support you in passing this bill.***

  
**Annie R.A. Ballesteros**

11/18/99

Im Minfa B. Dicipulo 557 586-80-8230  
working at Santa Fe on the Bus  
I want to want to have the Freedom  
of choice. and I want the bill 340  
will be pass.

Thank you  
Minfa B. Dicipulo

Jan. 18, 1999

I, Josefina S. Aguilar working  
at Santa Fe on the Piny Hotel.

I write this in my own free  
will and I want the freedom  
of choice and I have the right  
want to join the Union.

I am for Bill No. 340.

My SS-no. 352-04-4491.

My tel no - 449-7426

Josefina Aguilar

Nov. 18, 1999

I am Evangelina Arriola, working  
in Sta. Fe on the Bay Hotel and wrote this  
letter in my own free will.

I believe in the world of my work place,  
that every individual should be given the  
chance to exercise their prerogative in life  
is which one way of making it possible  
is to have the Freedom of Choice.

I would like the Bill 340 to be passed  
cause it will be an abundance of help  
to every employer.

Thank you in advance for Bill 340.

Evangelina  
586-84-2190  
649-3380

I, Irene B. Evangelista, of Yigo, would like to ask the legislature to pass bill 340, simply because it gives the people of Guam to have the "Freedom of Choice". At this present economic crisis a lot of people would like to see their opinions and choices be heard. If the bill is pass it will help everyone to choose for themselves.

*Irene*  
11-12-99

Nov. 18, 1999

I am Heron S. Panaguitan, an employee  
of Santa Fe on the Bay. I believe  
in the freedom of choice & freedom to  
join or not in a union.

I also believe that this Bill 340  
would be passed.

Thank you  
Heron S. Panaguitan

SA # 586-17-3629  
contact no. 585-5475

SUBJECT: BILL 340

My name is Nicol Huihui and I am an employee of the Parc Hotel. I am writing on behalf of bill 340. I believe in the freedom of choice in the workplace. I believe that I should have the right to choose if I want to become part of a union or not. I am a single parent raising one six-(6) year old child on one salary. Because of the deductions that are already being made on my monthly income that I have chosen to have deducted, that I should have the right to choose if I want to become part of a union and pay any union fees.

I definitely find it unfair that even if you vote against a union that you still become part of the union, THAT IS NOT HOW TO DEFINE FREEDOM.

Thank You.

Nicol Huihui  
The Parc Hotel

\*\*\*\*\*PLEASE VOTE ON BILL 340\*\*\*\*\*



*My name is Ryan Palconit and I am a private sector employee. I am for Bill 340 because it will give me the freedom of choice. When a person has a choice, they can make their life much better. Right now, public sector employees have that choice of whether to join a union or pay union dues. Employees in the private sector do not have that choice. It is not fair!!!*

*If this bill does not pass and my company becomes unionized, I will have to be a member of the union or be terminated. There is no choice available to me. I am against being forced to pay union dues for something I don't believe in. I should make my own decision of how I want to spend my own money.*

*Please pass bill 340.*

My name is John Patis and I am here on my own free will. Bill 340 in my own opinion and belief is a good bill for all private sector employees of this lovely island of Guam. Every country is seeking to establish a free democracy. However, for private sector employees to be forced to become a member of a union goes against the idea of a democracy and freedom of choice.

First of all, no one and I mean no one should be forced to do things they don't want to in their life. We need to ask ourselves questions about Bill 340. Do we have job security? Who benefits from this bill? Do we have a choice to join a union or not? Does this bill discriminate against private sector employees?

I, myself, was a union member for five years. I was forced to be a member of this union even if I didn't agree to it because I didn't have a choice. During these five years, I had to pay union fees of \$15 a week and up to this day, I don't know where that money went.

Ladies and Gentlemen, Bill 340 will give every private sector employee the freedom to choose what we want and don't want. My own belief and my own motto is that I don't mind going down because of my own choices and decisions. But I'll be damned if I have to be forced to do things that I don't want to do.

Our forefathers have thought about and guaranteed individual rights even to the next millennium. Ladies and Gentlemen, let us work together in a peaceful way to pass this bill. Let private sector employees choose what they want. Let this bill be a starting point for all of us. Be fair to everyone. Let the private sector employees have the same choice that the public sector employees have. After all, its all about fairness and choice.

I thank you very much and God bless Guam, U.S.A.

My name is Cheryl Hawkins and I am a private sector employee. I am requesting for you to pass Bill 340 because this bill allows me to make a better choice of whether to join a union or pay union dues.

This bill also gives me other opportunities and options rather than to join a union or be terminated. It gives me a choice to look for a better job and negotiate my own wages. Because I will have a choice, this bill will also help me find a better life.

Coming from the Philippines, I can appreciate the simple things like freedom of choice. Please pass Bill 340.

My name is Genevera Olkeriil. I am a private sector employee. I believe in Bill 340 because I want the freedom of choice. I feel it is an individual's right to be given a choice whether they want to join an organization or not.

Currently, I do not have that freedom of choice and I can be forced to be a member of a union or face termination. If I am forced to become a member of a union, then this means unwanted deductions that can hurt an individual's financial situation. During these difficult economic times, this can hurt low-income families, single mothers, etc. who depend on every dollar they earn.

**Please pass Bill 340.**

My name is Angel Conde. I am not forced to be here by my company. I am in favor of Bill 340 because I want the freedom to choose where I want to work. If Bill 340 does not pass and my company becomes unionized, I will be forced to join a union or be terminated. I don't believe in the unions so I should not pay for it.

Right now, I am earning low wages and not making 40 hours a week. If I get deducted for union dues that I do not agree with, I will be taking home less money every payday.

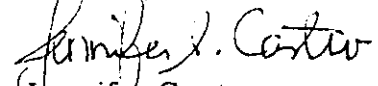
Because of my old age, I won't be able to look for another job if I get terminated for not joining a union.

**Please vote YES on Bill 340.**

Honorable Senators,

My name is Jennifer Castro, and I am a non-exempt employee of the Parc Hotel. I would like to take this opportunity to try to convey all of you, my concerns over the passage of bill 340. I fully support the intent of Bill 340. No one should be forced to do something that they do not believe in. I think it would be greatly unjust to someone who has worked for a company for a number of years, suddenly have an organized labor step in and tell that person that they must join Union Labor to remain gainfully employed. I also feel that the forced paying of Union Dues would inflict financial hardships on some employees who are already finding it hard enough to get by. On average, union dues can be up to 1.5% of my gross income. Over a year's time, that can add up to a large sum of money that could have been better spent on local scholarships, and charities. If I quit my current job and I am highly qualified to get hired in a private unionized company I will not want to be hired because I decide not to pay for something I don't believe in but because I am qualified. **"SO PLEASE PASS BILL 340"**

Sincerely,

  
Jennifer Castro

X-Sender: lpcruz@202.128.5.161  
Mime-Version: 1.0  
Date: Mon, 22 Nov 1999 08:55:41 +1000  
To: John Meno <jmeno@sensalass.guam.net>  
From: lyn cruz <lpcruz@sensalass.guam.net>  
Subject: bill 340

>Date: Sat, 20 Nov 1999 08:14:33 +1000  
>From: horst@morden.netpci.com  
>Subject: bill 340  
>To: jsalass@sensalass.guam.net  
>X-Read-Receipt-To: horst@mail.netpci.com  
>X-Reply-Requested: Yes

>

>Dear Senator,

> Bill 340 is an unwarranted attack on those employees who  
>faithfully pay their union dues. It only allows the cheap and abusive  
>person to accept union representation at the expense of all the others  
>who pay their dues. This law would force unions to represent everyone  
>but collect dues from only those who are responsible enough to pay  
>their dues. The most outrageous idea behind this law is that the union  
>cannot expect payment for its services yet businesses providing any  
>other product or service would be all over you if they were obligated  
>to allow a customer to take any product or service free if the customer  
>decided not to pay. If the intent of this law is simply to allow the  
>employee a choice then they are already covered by Section 19 of the  
>NLRA as amended by P.L. 96599. Any one who objects to paying union  
>dues may have that money contributed to an authorized charity.

> You will find that keeping healthy unions will benefit  
>everyone. Employers will be responsive to the needs of their employees  
>to prevent them joining unions which makes everyone's lives better.  
>For those like myself who are contractors for the federal government a  
>union job secures us some benefits that are not provided by any other  
>means. The Service Contract Act protects union members by requiring  
>successor contractors to offer the same level of benefits. Without  
>this protection each time the contract is renewed the contractor is  
>under pressure to cut pay and benefits to out bid rival contractors.  
>You can see by the bidding process for the Naval Activities contract  
>that Raytheon will spend over one third less than the Navy spent  
>operating the bases and a large part of that will go off island to  
>Raytheon executives and stockholders. If those workers hired by  
>Raytheon do not join a union they will be subject to frozen wages,  
>reduced benefits, and job cuts the next time the contract is up for  
>bid.

> A union also provides protection to the employer as well as the  
>employees on a government contract. The Service Contract Act protects  
>the employer who gives well deserved raises under a union contract by  
>defining the contract wage as the prevailing wage. This way the  
>employer can not be under bid on wages by competing bids. The employee  
>can get a fair wage that can be adjusted for increases in the cost of  
>living and increased job experience.

> Protect those of us who are at the mercy of both a weak job  
>market and unscrupulous workers and employers.

>

>Larry Horst

>

>

X-Originating-IP: [208.194.169.130]  
From: "Theresa J.A. Taimanglo" <ttaimanglo@hotmail.com>  
To: salas@sensalas.guam.net  
Subject: Testimony for Bill 340  
Date: Sun, 21 Nov 1999 10:33:37 GMT  
Mime-Version: 1.0

Senators, I come to you in representation of myself and my own time. How could anyone take away someone's individual right? Unions and union members talk about the majority and collective bargaining. But this bill it affects the many MINORITY who either do not believe in being part of something in the first place or are finding it a hard enough time trying to get by without the extra \$11 that union heads are claiming! Ask the union heads to put that in black and white! They will never put there "promises" in black and white because they can not guarantee the majority or the minority nothing! Why should the majority make decisions for the minority? Can't we make decisions for ourselves. I was shocked at Susan Briola's testimony. I mean, who cares how a union gets into a company! That is not the issue. The passage of this legislation will still give unions the freedom to come into a company. The issue is others and my individual right to choose! A lot of my co-workers would have loved to come down and testified on Friday, but they just like the union members, had to work. We all had to work. The workers of the private sectors that did get off are going to have to make up for time loss.

Let's have a general election! Let the majority decide! I predict, as many other Senators will agree, the majority will be in favor of a "Worker's Choice" legislation.

Hours and benefits have been reduced because of the fall of our tourism economy. But this does not make a business bad. Communication is the number one key for a business to run successfully with good and dedicated employees. Some people just can't afford to lose their job now.

People think that the downfall of the tourism industry doesn't affect the local businesses because the government workers are the majority employed, but look at Ben Franklin!

Senators, please PASS and OVERRIDE the Govenor's veto!!

Testimony submitted by: Theresa Taimanglo  
Private Sector Employee



Get Your Private, Free Email at <http://www.hotmail.com>

X-Sender: lpcruz@202.128.5.161  
Mime-Version: 1.0  
Date: Mon, 22 Nov 1999 08:36:05 +1000  
To: John Salas <salas@sensalas.guam.net>  
From: lyn cruz <lpcruz@sensalas.guam.net>  
Subject: bill 340

>Date: Sat, 20 Nov 1999 08:14:33 +1000  
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>X-Reply-Requested: Yes

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> Protect those of us who are at the mercy of both a weak job  
>market and unscrupulous workers and employers.

>  
>Larry Horst  
>  
>



**GUAM HOTEL & RESTAURANT ASSOCIATION**

SUITE 106 HENGI PLAZA • P. O. BOX 8565 • TAMUNING, GUAM 96931 • TEL: 671 649 1447 • FAX: 671 649 8565  
EMAIL: ghra@ghra.org WEBSITE: www.ghra.org

November 19, 1999

Honorable John Camacho Salas  
Chairman  
Committee on Judiciary, Public Safety, Consumer Protection and Human Resource  
Development  
Mina Bente Singko Na Liheslaturan Guahan  
155 Hesler Street  
Hagatna, Guam, 96932

Re: Support of Bill No. 340, Workers Choice Bill

**Hafa Adai Mr. Chairman, Members of the Committee:**

**My name is David Tydingco, President of the Guam Hotel & Restaurant Association, and I am here to voice my unequivocal support of private sector employee rights and urge Mina Bente Singko Na Liheslaturan Guahan to pass Bill No. 340, the Workers Choice Bill.**

**Today, you may hear emotional and passionate arguments from those in opposition to Bill No. 340 that its passage will destroy the rights of employees to effectively organize. But we all know that Bill No. 340 re-enforces and protects the rights of employees to organize. This is quite evident in right-to-work states such as Nevada where unions are strong and thriving.**

**Closer to home, we see the Guam Federation of Teachers and the American Federation of Government Employees prosper in a Workers Choice environment.**

**Today, you may hear emotional and passionate testimony that non-right-to-work states have higher pay scales than right-to-work states. What the opposition to Bill No. 340 will not tell you is that people living in “Workers Choice States” have almost \$3,000 more in purchasing power, in buying power, in spending power, than non-right-to-work states.**

**Today, you may hear emotional and passionate outcries that right-to-work states invest far less of their resources in public education. There seems to be some implication that those in opposition to Bill No. 340 are responsible for funding education, and not you as our elected leaders and policy makers.**

**Today, you may be dazzled by statistic after statistic that will be presented by those in opposition to Bill No. 340 suggesting that non-right-to-work states provide a Utopia for working people to live and grow and prosper. Well, Mr. Chairman, members of the Committee, there is an old saying. There are**

**lies, damned lies, and then there are statistics. For every statistic that is presented, there is another to refute it. We must not be blinded to the real issue at hand.**

**Supreme Court Justice Robert Jackson wrote, in Board of Education versus Barnett:**

**“The very purpose of a Bill of Rights was to (place) certain subjects...beyond the reach of majorities. One’s right to...free speech, a free press, freedom of worship and assembly, and other fundamental rights may not be submitted to a vote; they depend on the outcome of no election.”**

**Justice Jackson’s statement is the core, the heart and soul of the intent of Bill No. 340, the fundamental right to choose. Nothing more... nothing less.**

**Today’s debate must, therefore, focus on ending the discrimination that exists between public and private sector employees right here on Guam. Government employees have the right to choose. Private sector employees don’t. Please, Mr. Chairman, members of the Committee, end the discrimination and pass bill no. 340.**

**I have appeared before this Legislature on two previous occasions and have listened to some senators who have opposed the passage of similar legislation; who have opposed ending discrimination in the work place. If these senators were truly passionate in their opposition of workers choice legislation, then I must ask the question, "Why haven't these same senators championed legislation to force government employees to pay union dues or the equivalent of union dues?" These senators have conveniently hidden behind a veil to justify their position by stating that government employees have the Civil Service Commission. Well, Senators, private sector employees have the Department of Labor for that same purpose. If some in our elected leadership feel our local Department of Labor is ineffective in dealing with private sector employee issues, then fix the Department of Labor. But, potfabet, do not force our working class into a system that is the equivalent of double taxation; tax dollars to fund the Department of Labor, and force dues in order to work.**

**Mr. Chairman, members of this committee, even Mr. Samuel Gompers, the founding President of the American**

**Federation of Labor, argued against forced unionism, noting that “no lasting gain has ever come from compulsion.”**

**Please allow me to reiterate that the debate today is not about whether unions are good or bad. It is not an issue of protecting employees rights to organized.**

**The real issues here are ending discrimination in the work place on Guam and granting private sector employees the right to self-determination**

**Hamyó ni man magas gi Liheslaturan Guahan. Pot fa bot, Chamo man malelefa Ni i taotaota. Nai i taotaota i oportunidadat para siha uma decidi hafa malaguniha. U gagagoa hamyo todos I ayudan miyo para ta protehi I taotaota, bota hungan para esti na lai.**

**Si Yu'os Ma'ase.**

  
**DAVID B. TYDINGCO**



**THE EMPLOYERS COUNCIL**  
**718 N. MARINE DRIVE**  
**UPPER TUMON, GUAM 96911**  
**(671) 649-6616 671.649.3030**

Senator John C. Salas  
25th Guam Legislature  
155 Hesler St.  
Hagåtña, Guam 96910

November 19, 1999

I am pleased to have an opportunity to provide comment and testimony on Bill 340.

Nothing in Bill 340 will stop employees from joining or organizing a union. Bill 340 will make it unlawful to force people to belong to a union or pay a fee to a union just to get or keep a job.

Opposition to Bill 340 is coming from airline unions and public-employee unions. That's curious, because Bill 340 will not affect airline or government employee unions in any way.

The opponents of Bill 340 say it will be the end of unions in Guam. If that is true, what's going on in conservative, "employee-choice" Nevada? Construction, trade and hotel unions have been recruiting new members at an amazing rate in Las Vegas.

In the last 2 years, unions in Nevada have increased their ranks by more than 10,000 members! Las Vegas managers often decide not to aggressively resist union organizing because a counter-union campaign can be a divisive, costly legal process. And management is comfortable with the fact that in Nevada, employees can choose union membership or not.

Employee-choice legislation has not prevented union organizing in the Commonwealth of the Northern Mariana Islands. Since 1994, Local 5 of the Hotel Employees union from Hawaii has been actively organizing employees, petitioning for NLRB elections and litigating unfair labor practice charges for union members on Saipan.

In 1988, the U.S. Supreme Court, ruling in the case of Beck v. Communications Workers union, declared that using union dues for politics, lobbying and any non-collective bargaining purpose was unlawful.

The Beck decision gave union members the right to refunds of dues money their union spends on politics and political causes but union members still can't get a prompt, clear accounting of how much of their dues dollar is spent on politics.

Many of the politicians who take contributions from unions -- including some of the dues money "harvested" from union members in Guam -- are people who have not ever been to Guam, who don't know where Guam is, who never heard of Guam issues like Commonwealth, the Jones Act or the return of ancestral land -- things that are important to us!

In jurisdictions without "employee choice" laws, agreements between two parties (an employer and a union) can be binding on a third party (the employee). This is totally incompatible with the concept of individual liberty.

No organization in America should have the power to force membership on unwilling people. Our system of government and the theory of majority rule is based on the preservation of minority rights and minority opposition.

Bill 340 goes to the heart of what Supreme Court Justice Robert Jackson wrote in Board of Education v. Barnette: "*The very purpose of a Bill of Rights was to [place] certain subjects beyond the reach of majorities...fundamental rights may not be submitted to a vote...*"

I earnestly hope that you and the other "pro-employee" members of our Legislature will vote "Yes" on Bill 340.



Bill Gibson  
Executive Director



**GUAM CHAMBER OF COMMERCE**  
PARTNERS IN PROGRESS

1 9 2 4 - 1 9 9 9  
November 19, 1999

Senator John C. Salas  
Chairman  
Committee on Judiciary, Public Safety,  
Consumer Protection & Human  
Resource Development  
I Mina'Bente Singko Na Liheslaturan Guåhan  
155 Hesler Street  
Hagåtña, Guam 96910

**RE: BILL NO. 340 -- EMPLOYEES' CHOICE**

Dear Mr. Chairman and Members of the Committee:

On behalf of the Board of Directors and the membership of the Guam Chamber of Commerce, I would like to thank you for the opportunity to submit comments on Bill No. 340, Relative to Establishing Policy and Provisions to ensure Employees' Choice.

Since its formation 75 years ago, the Chamber organization, in partnership with our government leaders, has sought the creation of jobs in the private sector for our island community. With 71% of our total workforce in the private sector today, we believe this partnership has been fruitful.

As a leader in the private sector, we are concerned however with the inequity that currently exists within our island's workforce. Specifically, employees of the Federal government and the Government of Guam enjoy the freedom to choose whether or not to join an organized union. Guam's private sector workforce totaling over 43,000 are not given the same choice.

We fully concur with the author and sponsors of Bill No. 340 that every single member of our island's workforce must be given the same full freedom to exercise his or her choice to be included within an organized union or deal directly with their employer.

Accordingly, the Guam Chamber of Commerce gives its full endorsement of Bill No. 340. We ask the members of the Committee to let us know how we can assist you in encouraging all your colleagues to vote to pass Bill No. 340. Si Yuus Maase.

Sincerely yours,

ELOISE R. BAZA  
President



# National Right to Work Committee

A COALITION OF EMPLOYEES AND EMPLOYERS

REED LARSON, *President*

November 2, 1999



The Hon. John C. Salas  
Guam Legislature  
155 Hesler St.  
Agana, GU 96932

RE: **Bill 340**

POSITION: **Support**

Dear Senator Salas:

On behalf of the members and supporters of the National Right to Work Committee on the island of Guam, I urge you to do whatever is necessary to pass Bill 340, a territorial Right to Work Law.

Simply put, Bill 340 makes it illegal to force Guamanian workers to join a union or pay union dues as a condition of employment.

Of course, Guam's workers would retain the undiminished right to join or support a labor union, only now it would be an individual's decision to make.

The constitutional guarantee of freedom of association and the principles of ordinary decency are violated whenever a man or woman is forced to join or pay dues to a private organization in order to earn a living.

Yet every day many of Guam's workers labor under the fact that they must pay union dues or they will be fired.

This is unconscionable.

Indeed, even Samuel Gompers, the founding president of the American Federation of Labor, argued against forced unionism, noting that "no lasting gain has ever come from compulsion."

But a Right to Work law wouldn't just protect the freedom of individual workers. All citizens would win in the improved economic climate a Right to Work law would foster on the island of Guam.

Studies have repeatedly shown that Right to Work gives states and territories a huge advantage in creating jobs and expanding their economies.

According to a public statement issued in December 1997 by M. Elizabeth Morris, president and chief economist of Insight Research Corporation, one of the country's dominant competitors in corporate relocation research, "90% of companies use forced collective bargaining as a first 'kickout' criteria and choose to locate only in right-to-work states when their overall operating requirements give them any latitude on this issue."

In other words, unless geography dictates otherwise, 9 out of 10 companies will automatically eliminate sites in jurisdictions without Right to Work when relocating.

The results of this thinking can be clearly seen. According to the U.S. Department of Labor, between 1960 and 1993 Right to Work states created 2,681,800 new, high-paying manufacturing jobs, while during the same period forced-unionism states lost 1,359,800 jobs.

A study Dr. Thomas J. Holmes did for the Federal Reserve Bank of Minneapolis found that where Right to Work states and forced-unionism states border each other, manufacturing employment is one-third higher on the Right to Work side of the border.

As a matter of fact, since 1991, Right to Work states have experienced 25% more total economic growth than forced-unionism states, and they are projected to continue to grow 9% more until the year 2001.

Right to Work benefits Guam's taxpayers as well.

According to a study by James T. Bennett, Professor at the Nobel prize-winning Economics Department at George Mason University, "Once taxes and the cost of living are taken into account, a typical family in a Right to Work state has \$2,852 more in purchasing power than its counterpart in a non-Right to Work state."

Dr. Bennett showed that much of the reason families are so much better off with a Right to Work law is because they pay nearly 25% less for food, housing, health care, transportation, utilities, property taxes and college tuition than families in jurisdictions that allow forced unionism.

The conclusion is clear: The economic benefits of a Right to Work law are too strong to be ignored.

Although the case for Right to Work legislation on Guam is compelling from any legitimate perspective -- moral, political, or economic -- union officials who want to keep coercing union dues from unwilling workers will say or do anything to keep the forced-dues money rolling into their coffers.

However, by fighting against Right to Work, union officials are telling you the only way they can stay in business -- and they are big business -- is by forcing all workers to pay dues.

That's outrageous.

Right to Work supporters know that when workers see a union truly representing them, they won't need to be compelled to pay tribute -- they will gladly join.

For these reasons, the individual freedom and job-creating power of a Right to Work law are supported by an overwhelming majority of American citizens.

No American should be required to join a labor union just to keep a job, and no resident of Guam should be compelled to pay dues to an organization he or she does not believe in.

In the interest of the rights of the working men and women of Guam, of sound public policy and of basic fairness, I strongly urge you to do whatever is necessary to pass Bill 340.

Sincerely,



Reed Larson

RL/psk

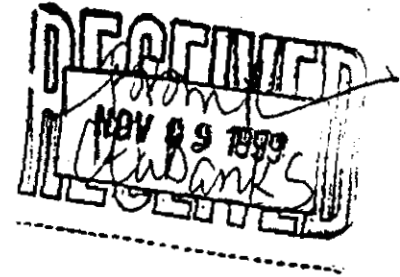


COMMITTEE ON JUDICIARY, PUBLIC SAFETY,  
CONSUMER PROTECTION, AND HUMAN RESOURCES  
DEVELOPMENT

I MINA BENTE SINGKO NA LIHESLATURAN GUAHAN

JOHN CAMACHO SALAS, CHAIRMAN

November 2, 1999



MEMORANDUM

To: Director, Bureau of Budget & Management Research

From: Senator John Camacho Salas, Chairman

Subject: Request for Fiscal Note

Please find attached Committee Bills 340 for which I respectfully request issuance of a **Fiscal Note**.

Your issuance of this fiscal note will be greatly appreciated. Thank you for your very kind assistance.

*John C. Salas*  
John Camacho Salas

Attachment