

Initiative Measure No. 198

OFFICIAL BALLOT TITLE

AFFECTING EMPLOYER-EMPLOYEE RELATIONS

AN ACT Defining the terms "employer" and "labor organization" and declaring unlawful certain agreements and practices relating to membership in such an organization, payments to such an organization as a condition of employment, discrimination and coercion in connection with employment, and providing civil actions and criminal penalties for violations.

Be it enacted by the People of the State of Washington:

SECTION 1. The right of a person to seek, obtain or retain employment shall not be denied or abridged because of membership in or non-membership in any labor organization.

SECTION 2. It shall be unlawful:

(a) For an employer, by agreement or otherwise, to require any person, as a condition of employment or continuation of employment, to be or become a member of, or to abstain from becoming or from remaining a member of, any labor organization; or

(b) For an employer to require, as a condition of employment or continuation of employment, the payment by any person of any dues, fees, assessments or charges of any kind to any labor organization or to any person for the use and benefit of a labor organization; or

(c) For an employer or a labor organization to engage in any practice, conduct or course of conduct intended to discriminate, or the effect of which is to discriminate, against any person in regard to hire or tenure of employment or any term or condition of employment because of membership, loss of membership or non-membership in any labor organization; or

(d) For a labor organization, by threats, coercion or intimidation, to cause or attempt to cause an employer to discriminate against any person because of non-membership, withdrawal from membership or loss of membership in any labor organization.

SECTION 3. Any person who is denied or deprived of employment or denied or deprived of the opportunity to work, because of violation of one or more of the sections or provisions of this Act, shall be entitled to recover from any person, group of persons, employer or labor organization so violating this Act, by appropriate action in the courts of this State, such damages as he may have sustained by reason of such denial or deprivation of employment, plus a reasonable allowance for his attorney's fees and other necessary expenses of prosecuting the action. Liability for all such damages, attorney's fees and necessary expenses shall be joint and several.

SECTION 4. Any person injured or threatened with injury by the commission of an act declared unlawful by this Act, shall, in addition to any other available remedy, have the right to injunctive relief.

SECTION 5. Definitions:

(a) The term "employer" as used in this Act, shall include individuals, partnerships, associations, corporations, joint stock companies, labor organizations when acting as an employer, and the State of Washington, its counties, cities, school districts and other political subdivisions and municipal corporations thereof.

(b) The term "labor organization," as used in this Act, means any organization of any kind, or any agency or employee representation committee or plan in which employees participate, and any person acting as an officer or agent of a labor organization, directly or indirectly, which exists for the purpose, in whole or in part, of dealing

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with employers concerning grievances, labor disputes, wages, hours of labor or any condition of employment.

SECTION 6. Any person who violates this Act shall be guilty of a gross misdemeanor.

SECTION 7. This Act shall apply to all contracts entered into after the

effective date hereof and to any renewal or extension of existing contracts.

SECTION 8. The provisions of this Act are declared to be severable, and the unconstitutionality or invalidity of any section or provision of this Act, shall not affect the remainder thereof.

STATE OF WASHINGTON—ss.

Filed in the office of the Secretary of State January 19, 1966.

EARL COE,
Secretary of State.

NOTICE

**ARGUMENT FOR INITIATIVE MEASURE
NO. 198 APPEARS ON NEXT FOLLOWING
TWO PAGES (PAGES 8 and 9)**

**ARGUMENTS AGAINST INITIATIVE
MEASURE NO. 198 APPEAR ON
PAGES 10-13, inclusive.**

WHY INITIATIVE 198 IS NEEDED TO PROTECT INDIVIDUAL RIGHTS

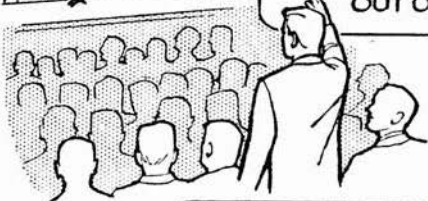
UNION LOCAL

(ALL INCIDENTS FROM DOCUMENTED, LOCAL CASES — NAMES AND PROOF ON REQUEST)



SIT DOWN YOU ----, YOU'RE OUT OF ORDER!

.....WHAT UNION BOSS TELLS TEAMSTER TRYING TO GET ACCOUNTING OF LOCAL'S FUNDS. 198 WILL RESTORE MEMBERS RIGHTS!



WE'LL CLOSE YOU DOWN IF ALL OF YOUR GIRLS DON'T JOIN THE UNION TODAY

YOU'RE FIRED! WE HAVE TO PLAY ALONG WITH THE UNION OR THEY'LL MAKE TROUBLE FOR US



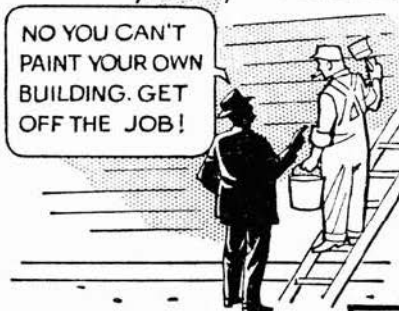
.....SO ALL 13 OFFICE GIRLS OF A TACOMA DAIRY HAD TO JOIN AND PAY UP. 198 WILL PREVENT FORCED MEMBERSHIP!

U of W STUDENT IS HIRED BY CONTRACTOR. ONE DAY, FIRED THE NEXT WHEN UNION REFUSES HIM PERMIT TO WORK. 198 WOULD SAVE HIS JOB!



NO YOU CAN'T PAINT YOUR OWN BUILDING. GET OFF THE JOB!

YOU'RE EXPELLED FROM THE UNION-- CRITICIZING OFFICERS IS DISLOYALTY



HIS "DISLOYALTY" WAS TO QUESTION A UNION OFFICERS ORDER - 198 WOULD END SUCH DICTATORSHIP!



--- SAYS "TOUGH" BUSINESS AGENT TO RETIRED OWNER OF COMMERCIAL BUILDING. 198 WILL ABOLISH STRONG-ARM TACTICS!

FREEDOM OF CHOICE IS THE AMERICAN WAY - NOT COMPELSION! TO RESTORE FREEDOM, DIGNITY & SELF RESPECT TO ALL

VOTE FOR 198!

(Continued on next page)

YOUR VOTE FOR 198

is your vote for a traditional American principle—

FREEDOM OF CHOICE

Most of us still feel that America is a free country. We believe that individual freedom is important. We are against compulsion. We do not believe that anyone should be compelled to belong to a church, a farm group, a veterans' organization, a union or any other private organization unless he does so of his own free will.

Freedom of choice is the whole principle at stake in Initiative 198. It protects the right of every person to decide for himself whether to join or not to join a union. It eliminates the special privilege, enjoyed by just one class of private citizens, to say to others, "You must join and pay dues to this organization, or your employer will be compelled to fire you."

Initiative 198 affects only those clauses in union contracts which require compulsory membership. It does not prevent 100% voluntary membership. It interferes in absolutely no way with the existing rights of unions to bargain collectively for all employees wherever a majority are members, to strike for increased wages or benefits and to conduct union affairs as the members see fit, without interference of any kind.

Unions which are honestly and competently run for the benefit of members have nothing to fear from Initiative 198. Members themselves will get rid of racketeering, extortion, coercion and control by entrenched cliques—if union membership is voluntary. Compulsory membership protects union officials from protests; free membership protects members from union bosses.

Ask yourself why union officials have brought so much pressure and spent so much money to defeat Initiative 198. Why have so many people feared vindictive retaliation if they were to speak up for it? Fortunately, nobody can prevent you from expressing your convictions at the polls. To protect your freedom, vote for Initiative 198.

Your inquiry, offer of assistance or contribution will be welcome. Address

WASHINGTON RIGHT TO WORK COMMITTEE

P. O. Box 423, Seattle 11, Wash.

Co-chairmen:

Sydney Coates, 3419 11th S.W.,
Seattle

Virgil West, 525 N. Pearl St.,
Ellensburg

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Port Orchard

STATE OF WASHINGTON—ss.

Filed in the office of the Secretary of State July 16, 1956.

EARL COE,
Secretary of State.



"EVERYBODY in the STATE is AGAINST Initiative 198!"

Hundreds of organizations and prominent individuals who are interested in our state's well-being have, after thorough study, opposed Initiative 198 or "right to work" laws in public statements and convention resolutions.

Here are just a few of them:

Washington State Grange
 Fraternal Order of Eagles
 Veterans of World War I
 Wn. State Democratic Party
 Wn. State Young Democrats
 Pierce County
 Young Republicans
 Pacific County
 Republican Club
 Evergreen (Seattle)
 Republican Club
 Wn. State Nurses' Assn.
 Catholic NW Progress
 Natl. Council of Churches
 of Christ (Protestant Inter-
 denominational Group)
 Archbishop Thos. J.
 Connolly, Seattle

Bishop B. J. Topel,
 Spokane
 Bishop J. P. Dougherty,
 Yakima
 Republican Committee
 Against Init. 198
 Congressman Thos. M.
 Pelly (Rep.)
 Congressman Jack
 Westland (Rep.)
 Congressman Don
 Magnuson (Dem.)
 Congressman Thor
 Tollefson (Rep.)
 Senator Warren G.
 Magnuson (Dem.)
 Senator Henry M.
 Jackson (Dem.)

Governor Arthur B.
 Langlie (Rep.)
 Wash. State C.I.O. Council
 Wash. State Fed. of Labor
 All Independent Unions
 U.S. Secy. of Labor
 James P. Mitchell
 Presbyterian Church,
 Montana Synod
 Rabbi Israel Goldstein,
 President American
 Jewish Congress
 Sen. Robt. A. Taft,
 Congressional Rec., 1947
 Rev. Walter Muelder,
 Methodist Dean (Boston)
 Rev. Wm. J. Kelley,
 Catholic Univ.,
 Washington, D.C.

(Continued on next page)

ARGUMENT AGAINST INITIATIVE MEASURE NO. 198

ORGANIZED LABOR IS AGAINST INITIATIVE 198 FOR THESE VITAL REASONS—STUDY THEM! . . . Your Own Welfare Is At Stake!

1. Initiative 198 will give nobody the "right to work"! This misleading title has been used by the sponsors in similar attempts to fool the voters across the country. Similar wording was properly rejected by the Secretary of State and the Attorney General as the legal and official name for Initiative 198. It cannot legally be called the "right to work" initiative.
2. Initiative 198 is actually a "union-busting" instrument to destroy the bargaining power of labor unions. It strikes at the heart of the basic principles of unionism—strength for the individual worker through uniting with his fellows to deal with their common problems in their elected union.
3. Initiative 198 also strikes at the democratic principle of majority rule. (If you voted against a law which the majority voted for, 198's sponsors would say you don't need to obey it.) The Taft-Hartley Law requires a union to represent all workers in a plant, non-members as well as members. It is only fair that the majority of the workers who benefit should also support the union's work.
4. A large majority of workers prefer the union shop: 97% of the workers in 46,000 government-supervised NLRB elections (secret ballot) voted for the union shop. Why should the general public deny them this right through Initiative 198? Aren't the workers themselves the best judges of what works best for them?
5. Existing laws already offer means for protecting members and preventing alleged union malpractices. Initiative 198 adds nothing to correct faults its proponents complain of: It would kill all trade unions while pretending to correct tiny flaws in their operation.
6. Modern unions are the best way to handle industrial-labor relations. Both management and labor prefer union contracts. Yet Initiative 198 forbids the employer to make or renew contracts with his labor group or union! Modern business must have stable labor contracts to meet competition and operate efficiently.
7. The economy of the whole state would be affected, harmfully! Over 50 years of negotiation set the pattern which today gives this state a healthy, stable business economy, high wages, good working conditions, and an unusually high annual per capita income! Housewife, farmer, businessman—all would lose under 198!
8. Today's worker has little power to protect himself, alone. Working for impersonal corporations, he gets job security because he has a strong, healthy union, to bargain for fair wages and a fair deal on hiring and firing. Initiative 198 would only give him the right to work for lower pay, worse conditions, and the chance to fight alone for poorer jobs.
9. Initiative 198 would be costly for all of us, in disrupting our state's economy. Proof? Sixteen other states have defeated this same type of law—Montana voters refused it a place on their ballot in July of 1956. Four states have had the "right to work" laws, and after costly and sad experience, have repealed them—Louisiana, the latest state to repeal (June, 1956), tried "right to work" for two years and found it a bad, expensive experiment. Let's not make their costly mistake! The "right to work" states have the lowest average per capita income in the nation: \$834 in one state compared to the national average of \$1709!
10. Who is behind this so-called "right to work" measure? No well-known state organization or individuals have endorsed it. It has a few wealthy out-of-state backers and dubious "business" organizations, interested in just one thing—destroying our free labor unions! Yet they claim to speak for the working man! Don't be fooled by their sob-sister propaganda!

Vote NO on Initiative 198!

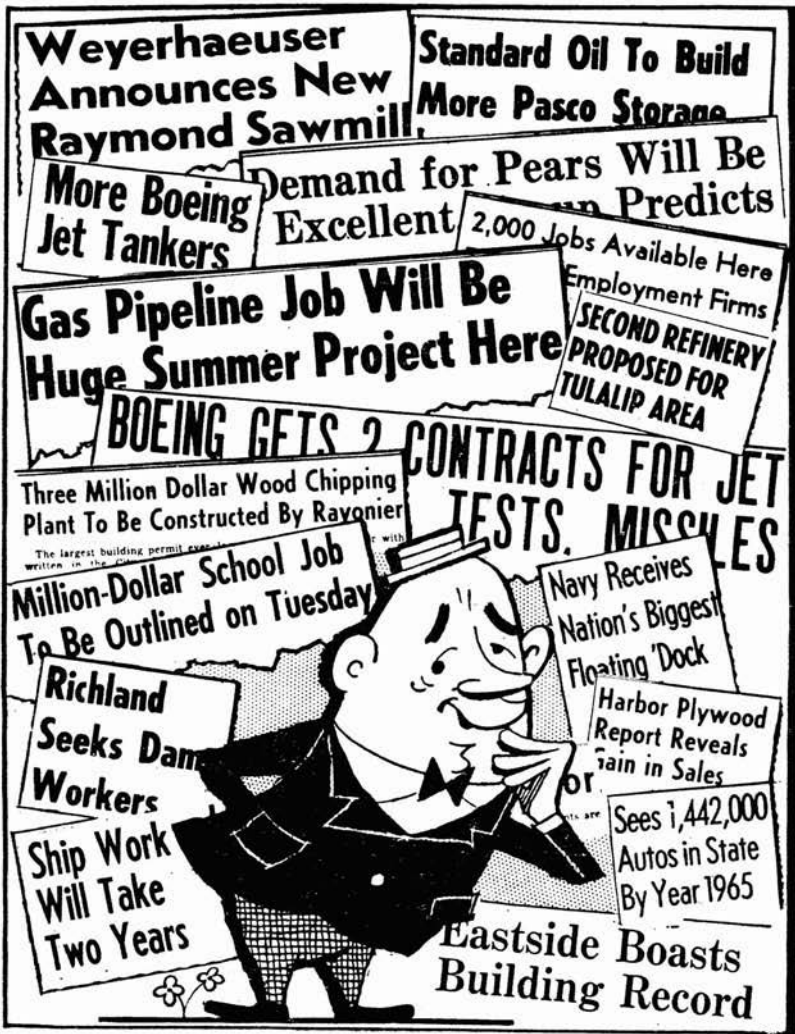
United Labor Advisory Committee
2800 - 1st Ave., Seattle

E. M. Weston, Chairman
Harold Slater, Secretary

STATE OF WASHINGTON, ss.

Filed in the office of the Secretary of State July 25, 1956.

EARL COE,
Secretary of State.



**"Why in the world don't they
leave well enough alone!"**

(Continued on next page)

ARGUMENT AGAINST INITIATIVE MEASURE NO 198
OF COURSE IT HASN'T
BEEN ENDORSED!

In their Job Research Report No. 41, dated July 19th, the proponents of Initiative 198 say: (quote)

"Initiative 198 has yet to receive public endorsement by any Democratic or Republican organization; by any statewide elected public official or candidate; by any Congressional incumbent or candidate; by any Catholic, Protestant or Jewish church official; by any Chamber of Commerce, trade association or top industry spokesman in the state of Washington" (end quote)

Of course it hasn't had their endorsement!

Why would any thinking person who is sincerely interested in our state and its people want to place in jeopardy the economic advantages we enjoy?

Why would they want to impair, if not actually destroy, one of the healthiest, soundest, most prosperous state-economies in our nation? We of Washington now have the 10th highest per capita income in America; ours is 15% above the national average! Only 9 states have higher incomes; 38 states are less fortunate than we!

Why should any public spirited leader of state, church, business or industry be expected to endorse a foolhardy initiative which threatens the blessings we enjoy? Be guided by the considered judgment of the leaders in all walks of our state life.



Vote NO on 198

Citizens Committee for the Preservation of Payoffs
Howard Sylvester, Exec. Secty.
Skinner Building, Seattle, Wash.
(the italics are ours)

STATE OF WASHINGTON—ss.

Filed in the office of the Secretary of State July 26, 1958.

EARL COE,
Secretary of State.