
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 706 Session of
2004

INTRODUCED BY BUTKOVITZ, BELFANTI, EACHUS, GOODMAN AND
BIANCUCCI, APRIL 15, 2004

REFERRED TO COMMITTEE ON LABOR RELATIONS, APRIL 15, 2004

A RESOLUTION

1 Calling for a fair process for Waste Management, Inc., employees
2 in eastern Pennsylvania to choose a union.

3 WHEREAS, The employees of Waste Management, Inc., of eastern
4 Pennsylvania do a job which is essential to the health and well-
5 being of the community; and

6 WHEREAS, Those employees are hard-working members of the
7 communities they serve and are raising families in eastern
8 Pennsylvania; and

9 WHEREAS, Waste Management, Inc., employees found themselves
10 with diminishing take-home pay due to the company shifting
11 health care insurance costs to them; and

12 WHEREAS, Waste Management, Inc., imposed a family-unfriendly
13 discipline and attendance system called the points system; and

14 WHEREAS, Waste Management, Inc., employees engaged in
15 collective activities addressing the aforementioned grievances,
16 which is their right under the law; and

17 WHEREAS, Waste Management, Inc.'s, response was to make the

1 points system twice as family-unfriendly; and

2 WHEREAS, Waste Management, Inc., began a campaign of fear in
3 the workplace, conducting captive audience meetings where
4 employees are forced to listen to antiunion speeches and threats
5 of wage, benefit and job loss; and

6 WHEREAS, A Waste Management, Inc., official told the
7 employees, many of whom are military veterans, that their rights
8 ended at the company gate; and

9 WHEREAS, Waste Management, Inc., has begun to selectively
10 construct cases for termination against those employees who seek
11 to organize a union; and

12 WHEREAS, The right to organize a union is a legal right
13 which, like the right to vote and the right to free speech,
14 should never have to be exercised in fear; and

15 WHEREAS, These tactics on the part of Waste Management, Inc.,
16 have succeeded in creating an atmosphere of fear in the
17 workplace, poisoning the conditions necessary for a fair
18 election; and

19 WHEREAS, Much of the funding for Waste Management, Inc.'s,
20 vicious and sophisticated campaign to deny its employees their
21 right to organize a union comes from public contracts financed
22 by local taxes; and

23 WHEREAS, Waste Management, Inc.'s, employees are taxpayers
24 and are in effect financing the tactics being used against them
25 by the company; and

26 WHEREAS, Equitable labor relations in this industry are
27 necessary to the efficient and safe removal and disposal of
28 refuse, a function vital to the health of our communities; and

29 WHEREAS, The situation can only be remedied if Waste
30 Management, Inc., would agree to a fair process for employees to

1 express their desire to organize a union; and

2 WHEREAS, A number of fair processes are available, including
3 a card check/neutrality agreement calling for an end to
4 intimidation of employees and the creation of a safe atmosphere
5 for employees to exercise their rights; therefore be it

6 RESOLVED, That the House of Representatives call upon Waste
7 Management, Inc., of eastern Pennsylvania to agree to a fair
8 process and neutral atmosphere where its employees can freely
9 exercise their rights under the law to determine whether they
10 want to work under a union.