

Mr. Chairman, members of the House Republican Policy Committee, representatives, guests and attendees. My name is D. Eugene Hadden and I am Safety Director for L.S. Fiori in Altoona, Pennsylvania. Thank you for the opportunity to speak to you today about House Bill 2010 and Project Labor Agreements (PLAs).

I would like to address a few key points during my time before you.

First, I would like to say that Project Labor Agreements (PLAs) hurt non-union employees. I take great pride in my role as safety director. I care for each and every one of the employees of the company and it is my goal that everyone goes home to their families every night, safe and secure.

It offends me to see our elected representatives or those that work for our elected representatives support agreements that will completely shut out non-union workers from jobs. To me, this is a basic, common sense issue. If the job is complex, if it requires certain skills and expertise, if it calls for a certain job performance timeline, or whatever, those issues can be worked out in the bid and in awarding the job. A PLA stops non-union workers from being able to work on a job. It doesn't stop the owners from bidding and being awarded the job, it only stops those owners from using their own non-union employees unless they meet certain union-imposed conditions.

It's my understanding that anyone is free to go and join a union any time they want. If someone chooses to join, that's fine. This is America and we have freedoms of association here. However, I don't see people flocking to the union hall to sign-up. So why should our elected officials tell anyone they are not welcome to work on a job unless they carry a union membership card or agree to pay union dues or be bound by a union collective bargaining agreement? It just isn't right. You're not necessarily hurting the company owner; you're hurting the little guy. Most non-union owners choose not to even bid a job with a PLA but if they do, they can't use their own workforce without conditions. I've heard union employees and officials say that non-union companies can bid and be awarded jobs with PLAs attached. That's true but it's only half of the truth. The other half is that non-union employees are banned from working on jobs with PLAs attached unless they agree to pay union dues. Every PLA is different. Some PLAs are more prohibitive than others. The PLA originally signed for

the Benner Township (State College) prison project stated the following, "As set forth in this Article, the DBC (design/build contractor) may utilize their existing employees only in the positions of Project manager, Project superintendent and Project foreman." It further states that non-affiliated employees must still pay core union dues during the duration (Paragraph 3.6) of the project and that the DBC agrees to pay contributions to the established employee benefit funds according to the amounts set forth in the local collective bargaining agreement (Article 9).

The other problem I have is that big labor always claims to be safer, better trained, and able to produce a higher quality of work. To be able to be in a position to bid and be awarded the complex and high costing jobs we try to get you must be safe, you must have highly skilled employees and you must produce a quality work force. That's the bottom line. If we did not satisfy our clients, we would have a very difficult time getting work. The claims made by the unions may be true for some companies but they should not make a broad statement about every non-union company. They are lots of stories of bad union projects like the Big Dig in Boston that could be pointed to as examples of bad PLAs.

The bottom line is this; PLAs can shut out workers, can cost more money, and can add more membership dues money to the unions at the expense of non-union workers.

It isn't right. It isn't fair. It should not be allowed to occur with our taxpayer money.

I urge you to support House Bill 2010 and make it a priority to pass this bill next year.

Thank you.