

By Mr. Cohen of Andover (by request), petition of Karl Haartz to encourage moderation and responsibility in the determination of wage and salary and other working conditions of unionized employees of public and privately owned utility entities. Government Regulations.

**The Commonwealth of Massachusetts**

In the Year One Thousand Nine Hundred and Seventy-Eight.

AN ACT TO ENCOURAGE MODERATION AND RESPONSIBILITY IN THE DETERMINATION OF WAGE AND SALARY AND OTHER WORKING CONDITIONS OF UNIONIZED EMPLOYEES OF PUBLIC AND PRIVATE OWNED UTILITY ENTITIES.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Any other law to the contrary notwithstanding any publicly or  
2 privately owned utility in which more than thirty percent of its  
3 total number of employees are members of labor unions or other  
4 associations which have contracts or agreements with the utility  
5 concerning wages, salaries and other working conditions, shall  
6 conduct all business with these or similar entities under the  
7 following conditions:

8 The utility shall secure at intervals of two years, and upon due  
9 notice, the names and addresses of all of its customers, except  
10 corporate, industrial, commercial and associations and all  
11 customers who are also members of unions having a contract or  
12 agreement with the utility or customers who are also employees,  
13 bond holders, or stockholders of the utility, who then wish to  
14 signify their willingness to serve as monitors and reporters of all  
15 business meetings between the utility and its employees or  
16 representatives, for the purpose of determining or modifying  
17 wages, salaries and other working conditions.

18 For each meeting, including its adjournment to a time certain,  
19 the utility shall place one hundred names, picked at random, in a  
20 hat and withdraw twenty of them. These shall serve as monitors for  
21 a given meeting.

22 These monitors shall be entitled to attend each and every  
23 meeting and the meeting shall be located in places of usual business  
24 of the utility. At each meeting the monitors shall be provided with  
25 the name, classification, wage and salary and amount of overtime  
26 paid during the last twelve months of each employee being  
27 represented at the meeting by a union or associated entity. Also  
28 shall be provided for the last twelve months the amount of  
29 vacation, sick time, and other paid absences of each employee  
30 being represented. Such other information as either the union or  
31 the utility may wish to provide may also be presented to the  
32 monitors as representatives of the customers who have little  
33 recourse other than to pay the costs agreed to by the union and the  
34 utility.

35 Any comments of three hundred words or less that each monitor  
36 may wish to make and provide to the utility in writing, the utility  
37 shall cause to be printed in normal size type in its next annual  
38 report to its stockholders; or sooner if the utility so desires.