

1 additional material, that in the event a state or
2 private employr is confronted with competing demands from
3 varying organizatins, for collective bargaining and
4 organization, that the subject would be within reasonable
5 construction of the courts if it could not be resolved
6 privately and I cannot picture any court saying that an
7 employer must bargain with every faction of employees in
8 his place. I think what happened in the teacher's strike
9 in Baltimore would be the proper procedure and that is that
10 the employer arranged to have an election in which the
11 choice of the majority of the teachers was made and then
12 proceeded to bargain with that segment.

13 THE CHAIRMAN: Delegate Pascal?

14 DELEGATE PASCAL: Dele~~g~~ate Bothe, on your
15 point regarding the collective bargaining, is it my
16 understanding that a portion of the employees could bargain
17 with the employer if they did not represent the majority?
18 Is that correct?

19 DELEGATE BOTHE: They can today, under federal
20 law, except that the obligation of the employer to deal
21 with them is limited in the case where they do not represent