

dichotomy but in the interest of promoting industrial peace, in the interest of showing that Maryland is recognizing the fact that this is a significant matter for a significant portion of our society. I do hope that the amendment will be accepted.

THE CHAIRMAN: Delegate Kiefer, you have two and a half minutes you may allot.

DELEGATE KIEFER: I will reserve that, if I might. May I reserve it?

THE CHAIRMAN: Yes.

Delegate Bothe.

DELEGATE BOTHE: How long did Delegate Gallagher require?

THE CHAIRMAN: He spoke two and a half of four minutes.

DELEGATE BOTHE: I will allot the remaining—

THE CHAIRMAN: You have four and a half minutes.

DELEGATE BOTHE: I will allot two and a half minutes to Delegate Bard.

THE CHAIRMAN: Delegate Bard.

DELEGATE BARD: Mr. Chairman, Dr. Robert Hutchins, former President of the University of Chicago and currently Director of the Fund for the Republic states, that the principal reason why civil liberties as traditionally defined and defended do not interest Americans is that they are inadequate to express the true dimensions of the problems of freedom and justice today.

He insists by way of example, that the individual now needs protection from, "the remorseless tendency of the industrial system."

In the 18th and 19th centuries, we accorded man the right of protection to operate as a free individual. We have seen the problems that came to man in society because man was free and creative, but in this century, particularly in this latter third of the 20th century, it is impossible for man to be free when acting alone in the economic realm.

The nature of our society demands man's freedom to act in groups when dealing with his economic requirements. Within this frame of reference, this right does deserve constitutional status.

America's great economic development has been due to the interaction and cooperation between labor and management. Our nation's strong position in the world is due

in large part to organized labor, a position which assures man's economic freedom and his creativity.

Finally, I have seen what happens when man has not had these rights. In recent years I have seen custodial and food service workers move from passive interest in what they do to one where they are creative, and think about what they do, where the dignity and work they do is significant, because they have become a part of an organized group.

Man acting alone in the economic realm just has no possibility for success. As Robert Hutchins said, this is of constitutional stature.

THE CHAIRMAN: Delegate Bothe.

DELEGATE BOTHE: Mr. Chairman,—

THE CHAIRMAN: You have two minutes left.

DELEGATE BOTHE: Am I to allot them now? I understand Delegate Kiefer has reserved some time.

THE CHAIRMAN: The sponsor of the amendment has the right to open and the opponent to close. He has reserved some of his time to close.

DELEGATE BOTHE: The remaining time I would like to give to Delegate Sickles.

THE CHAIRMAN: You have two minutes Delegate Sickles.

DELEGATE SICKLES: Mr. Chairman and fellow delegates, I think it is abundantly obvious by now that what is suggested by the minority in this amendment before us, is just the barest recognition of the essential rights of employees.

I think we will all understand the underlying reason for government regulations with respect to labor relations, to somehow bring about a balance between the employer and his employees.

At this point in history, I do not imagine anyone would suggest otherwise. This is true and to its credit that Maryland has had on its books for many years the ban against the yellow dog contracts. No one would suggest that this provision would bring about a balance between the bargaining power of labor and management. It is a very small thing that we do, but it will improve the employee's position just a bit.

No one can claim that the provision will compel an employer to sign a contract, though he might have to listen under some