were known as "yellow dog" contracts. The State of Maryland adopted a law which outlawed this kind of relationship with the employer on an individual basis.

What we may possibly be doing is creating a situation which may be extremely chaotic if employees through a voluntary agreement set up a wage scale which would affect various classes; an individual, because of this constitutional guarantee, could say "I will work for a different wage scale, I will work for less or somehow throw out collective bargaining agreements" because they violate his individual rights.

I am frightened by this amendment. It has all the implications of rights not to bargain. I think it would be extremely dangerous, and I hope we will vote against it.

THE PRESIDENT: Is there any other discussion? Does any other delegate wish to speak in favor of the amendment?

Delegate Macdonald.

DELEGATE MACDONALD: Mr. President and fellow delegates, I rise in favor of the amendment. I think employees should have the right to bargain collectively. On the other hand, I think the mavericks of this world have the right to bargain individually if they so choose.

Now, what we are really talking about here is the closed shop, and the union shop. The unions want, if they can get it, the law to do their organizing for them. I say let them organize on their program. Let them sell their program to their employees, to their members. If they cannot do it, I do not think they are entitled to the protection of the law to force people to join a union in order to get a job.

I say when an individual does not want to join, the unions say "well, yes, he is getting a free ride." That is the American way. You have a right to join, or not to join, and I support this amendment.

THE PRESIDENT: Delegate Beatrice Miller.

DELEGATE B. MILLER: I have a question for the maker of the amendment.

THE PRESIDENT: Let me see if someone desires to debate first. Does any other delegate desire to speak in opposition?

Delegate Hanson.

DELEGATE HANSON: Mr. President, not only would this amendment possibly bring back the "yellow-dog" contract in Maryland, but it would also have some very interesting and, if one pursues it very far, almost incredible implications. It not only might be possible to forbid an employer who wishes to do so from reaching a collective bargaining contract with his employees, but beyond that, I think if one would begin to look at what might happen if all of the employees of the telephone company in the State of Maryland decided to exercise the right individually or if all of the workers at Sparrow's Point decided to exercise this right to bargain individually with management for an annual contract, I think that management might wish very devotedly that such a provision were not in the constitution.

I think the way in which this is worded contributes, or could easily contribute, to its abuse, and to making it either a meaningless or virtually an incredible proposition in labor relations in the latter third of the twentieth century.

I urge you to reject it.

THE PRESIDENT: Delegate Churchill Murray, do you desire to speak in favor?

DELEGATE E. C. MURRAY: I do not know, sir. I suppose if I can put this in the form of an inquiry, then we would get the most out of it.

THE PRESIDENT: Let me find out first. Does anyone desire to speak in favor of the amendment?

If not, then the Chair would have to recognize Delegate Miller first to ask a question, if that is your purpose.

Delegate Miller, of whom did you wish to ask a question?

DELEGATE B. MILLER: Delegate Adkins.

THE PRESIDENT: Delegate Adkins, would you take the floor. The Chair will point out to you that this will be the second time you speak.

DELEGATE ADKINS: This will be enough.

THE PRESIDENT: Delegate Miller.

DELEGATE B. MILLER: Did you mean to upset the present contractural relationship that exists now between half a million union members and their employers?

Is this your intention?

DELEGATE ADKINS: Neither my intention nor, indeed, do I consider that to be the effect of the amendment.