



NASHUA TEACHERS' UNION  
AFT Local 1044, AFL-CIO  
7C Taggart Drive  
Nashua, NH 03060  
Office: (603) 888-7544 · Fax: (603) 888-7639  
Email: nashuatu@nashuatu.org

Adam A. Marcoux  
*President*

February 8, 2017

Honorable Stephen Schmidt, Chairman  
House Labor, Industrial and Rehabilitative Services Committee  
107 North Main Street  
Concord, NH 03301

Re: Written Testimony in Opposition to Senate Bill 11/HB520

Dear Honorable Chairman Schmidt and Members of the Committee,

First, I would like to thank Representative Schmidt and the Committee for this opportunity to speak this afternoon. My name is Adam Marcoux, and I reside in Nashua with my wife, 2 children, and one due in April. I am a lifelong resident of Nashua, a product of the Nashua School District, and a graduate of Keene State College. I care deeply about the future of our state and do not want to see legislation that will negatively impact working families in NH.

I have been employed by the Nashua School District since 2008 where I was a first and fifth grade teacher. Since August 2016, I have served as President of the Nashua Teachers' Union. I am here to speak against Senate Bill 11/HB520, an act prohibiting collective bargaining agreements that require employees to join or contribute to a labor union - a so-called Right to Work Act.

I also am proud to present to you letters in opposition to Right to Work from 8 of my colleagues and local AFT-NH Presidents and leaders from around the state. In addition to my testimony, I am also providing you with written testimony from the:

Hillsboro-Deering Federation of Teachers  
Hillsboro-Deering Support Staff  
Hudson Federation of Teachers  
Nashua Teachers' Union  
Newfound Teachers' Union  
Raymond Educational Support Staff  
Rochester Federation of Teachers  
Keene Police Officers' Association  
Timberlane Teachers' Association



I have read the bill and it is hard to understand what would make this good public policy or that it is addressing any problem that exists in our state. I can attest that agency fee has not been an issue in Nashua and we have no problems as a result of having this provision.

As President of the Nashua Teachers' Union, I was elected to provide a service to the teachers, para-educators, secretaries, and food service workers of the Nashua School District. I am required, by law, to negotiate, in good faith, a contract for more than 1500 employees of all 4 bargaining units. I am required, by law, to represent an employee in disciplinary proceedings. I am required, by law, to represent and file grievances on behalf of employees. Like any other business or service, I charge a fee for said services in the form of Union dues, or for non-members, Agency fees.

Under Senate Bill 11/HB520, non-members would no longer have to pay Agency fees, but still be afforded the benefits of the negotiated contract and the protection of progressive discipline. No one is forced to be a member of any Union in the State of New Hampshire. However, just like I am charged a service fee to use the Everett Turnpike in the form of tolls, or just as I am charged property taxes for City and State services, or just as I am expected to pay the parking meter on Main Street to park my car, so should the people who benefit from the time and energy my Executive Board, Board of Directors, Negotiating Teams, and I put into negotiating contracts, filing grievances, and defending their rights.

I would ask that the House Labor, Industrial and Rehabilitative Services Committee reject this legislation. Thank you for your time and attention to this matter. I would be happy to answer any questions you may have.

Respectfully Submitted,

A handwritten signature in blue ink that reads 'Adam A. Marcoux'. The signature is stylized and cursive.

Adam A. Marcoux  
President, Nashua Teachers' Union  
American Federation of Teachers, Local 1044  
7C Taggart Drive  
Nashua, NH 03060