




State of Wisconsin


LEGISLATIVE REFERENCE BUREAU


RESEARCH APPENDIX - **PLEASE DO NOT REMOVE FROM DRAFTING FILE**


Date Transfer Requested: 08/17/2017 (Per: CMH)


Compile Draft - Appendix A


Appendix A  The 2017 drafting file for LRBa0930


Appendix B  The 2017 drafting file for LRBa0931


Appendix C  The 2017 drafting file for LRBa0936


Appendix D  The 2017 drafting file for LRBa0952


Appendix E  The 2017 drafting file for LRBa0964


Appendix F  The 2017 drafting file for LRBa0998


Appendix G  The 2017 drafting file for LRBa1013


Appendix H  The 2017 drafting file for LRBa1014

Appendix I  The 2017 drafting file for LRBa1021

Appendix J  The 2017 drafting file for LRBa1046

Appendix K  The 2017 drafting file for LRBa1051

Appendix L  The 2017 drafting file for LRBa1058

Appendix M  The 2017 drafting file for LRBa1062

has been copied/added to the drafting file for

2017 LRBa1061

2017 Au7 DRAFTING REQUEST**Assembly Amendment (AA-ASA1-AB1)**

For: **Christine Sinicki (608) 266-8588** Drafter: **mgallagh**
 By: **Michael** Secondary Drafters:
 Date: **8/11/2017** May Contact:

Same as LRB:

Submit via email: **YES**
 Requester's email: **Rep.Sinicki@legis.wisconsin.gov**
 Carbon copy (CC) to: **michael.gallagher@legis.wisconsin.gov**

Pre Topic:

No specific pre topic given

Topic:

Wage floor and labor activity.

Instructions:

See attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	mgallagh 8/12/2017	jdye 8/14/2017			
/1			mbarman 8/14/2017	mbarman 8/14/2017	

FE Sent For: **<END>**

Amendment #1

Change lines 20 through 22 on page 15 as follow:

... claimant's full-time employees in the enterprise zone whose annual wages are greater than the amount determined by multiplying 2,080 by ~~150 percent of the federal minimum wage \$15 per hour or greater than \$31,200 per annum~~ in either a tier I county or municipality or ~~greater than \$30,000~~ in a tier II county or municipality. . .

Change lines 5 through 7 on page 17 as follows:

... whose annual wages are greater than the amount determined by multiplying 2,080 by ~~150 percent of the federal minimum wage \$15 per hour or greater than \$31,200 per annum~~ in either a tier I county or municipality or ~~greater than \$30,000~~ in a tier II county or municipality. . .

Change lines 6 through 9 on page 20 as follows:

... amount determined by multiplying 2,080 by ~~150 percent of the federal minimum wage \$15 per hour or greater than \$31,200 per annum~~ in either a tier I county or municipality or ~~greater than \$30,000~~ in a tier II county or municipality.

Change lines 14 through 16 on page 21 as follows:

... whose annual wages are greater than the amount determined by multiplying 2,080 by ~~150 percent of the federal minimum wage \$15 per hour or greater than \$31,200 per annum~~ in either a tier I county or municipality or ~~greater than \$30,000~~ in a tier II county or municipality. . .

Add the following:

Section xx. 238.396(xx) of the statutes is created to read:

238.396(xx) ELECTRONICS AND INFORMATION TECHNOLOGY MANUFACTURING ZONE
MINIMUM WAGE.

(a) Definitions. In this subsection:

1. "Claimant" means a person who is certified to claim tax benefits under s. 238.396(3) and who files a claim under this subsection.
2. "Employee" means an employee, as defined in s. 104.01(2).
3. "Wages" mean wages, as defined in s. 104.01(8).
4. "Employer" means an employer, as defined in s. 104.01(3).
5. "Zone" means a zone designated under s. 238.396(1m).
6. "Zone employer" means an employer, as defined in this subsection, that employs employees within the boundaries of the zone, as defined in this subsection.
7. "Claimant contracted employer" means an employer, as defined in this subsection, that employs employees as a result of an agreement with a claimant, as defined in this subsection, to provide goods or services to the claimant and that employs employees within a fifty miles of the zone.
8. "Rate of inflation" means the rate of inflation determined by the United States Department of Labor Bureau of Labor Statistics for the metropolitan statistical area in which the zone, as defined in this subsection, exists.

(b) Minimum wage; requirement to pay.

1. Every wage paid or agreed to be paid by a claimant to any employee shall be not less than the minimum wage established under s. 238.396(xx)(c).
2. Every wage paid or agreed to be paid by any zone employer to any employee shall be not less than the minimum wage established under s. 238.396(xx)(c).

3. Every wage paid or agreed to be paid by any contracted employer to any employee shall be not less than the minimum wage established under s. 238.396(xx)(c).
4. A claimant, a zone employer, or a claimant contracted employer paying, offering to pay, or agreeing to pay any employee a wage lower or less in value than the applicable minimum wage established under s. 238.396(xx)(c) is guilty of a violation of this chapter as provided in s. 103.005(11) and is subject to the penalties provided in s. 103.005(12).

(c) Minimum wage.

1. The minimum wage shall be not less than \$15.00 per hour through the last day of February 2020.
2. On April 1, 2020 the minimum wage shall be not less than an amount determined by multiplying \$15.00 per hour by the rate of inflation for the preceding year, and this amount shall be calculated and issued by the department, as defined by s. 111.01(1m), no later than March 1, 2020.
3. On April 1, 2021 and on April 1 of every subsequent year the minimum wage shall be not less than an amount determined by multiplying the minimum wage of the preceding twelve months by the rate of inflation for the preceding year, and this amount shall be calculated and issued by the department, as defined by s. 111.01(1m), no later than March 1 of that year.

(d) Records.

1. Each claimant, zone employer, and claimant contracted employer shall keep a record of the names and addresses of all employees, the hours of employment and wages of each, the occupation and classification of each, the address of each, and such other records pertaining to ability as the department requires.
2. The records of employees in this subsection shall be submitted to the department, as defined by s. 111.01(1m), every three months as follows:
 - a. On May 1 regarding any employment of employees for the three month period from the preceding January 1 through the preceding March 31;
 - b. On August 1 regarding any employment of employees for the three month period from the preceding April 1 through the preceding June 30;
 - c. On November 1 regarding any employment of employees for the three month period from the preceding July 1 through the preceding September 30;
 - d. On February 1 regarding any employment of employees for the three month period from the preceding October 1 through December 31.
3. The records of employees in this subsection shall be subject to the open records law provisions of ss. 19.31 through 19.36.

(e) Complaints. Any person may register with the department, as defined by s. 111.01(1m), that the wages paid to an employee for whom a minimum wage has been established under s. 238.396(xx)(c) are less than that minimum wage, and the department, as defined by s. 111.01(1m), shall investigate the matter and take all proceedings necessary to enforce the payment of the minimum wage. Section 111.322(2m) applies to discharge and other discriminatory acts arising in connection with any proceeding under this section.

238.396(xx) ELECTRONICS AND INFORMATION TECHNOLOGY MANUFACTURING ZONE LABOR PEACE.

(a) Definitions. In this subsection:

1. "Claimant" means a person who is certified to claim tax benefits under s. 238.396(3) and who files a claim under this subsection.
2. "Employee" means an employee, as defined in s. 104.01(2).
3. "Wages" mean wages, as defined in s. 104.01(8).
4. "Employer" means an employer, as defined in s. 104.01(3).
5. "Zone" means a zone designated under s. 238.396(1m).
6. "Zone employer" means an employer, as defined in this subsection, that employs employees within the boundaries of the zone, as defined in this subsection.

7. "Claimant contracted employer" means an employer, as defined in this subsection, that employs employees as a result of an agreement with a claimant, as defined in this subsection, to provide goods or services to the claimant and that employs employees within a fifty miles of the zone.

8. "Covered employer" means a claimant, zone employer, or claimant contracted employer, as defined in this subsection.

9. "Economic action" means picketing, work stoppage, strike, boycott or other adverse action against a covered employer regarding employees of covered employers.

10. "Labor organization" means an organization of any kind which exists for the purpose, in whole or in part, of dealing with employers concerning wages, hours of employment, conditions of work, or grievances.

11. "Labor peace agreement" means a written agreement between an employer, as defined in this subsection, and a labor organization, as defined in this subsection, that contains at a minimum a provision requiring forbearance by the labor organization of any economic action, as defined in this subsection, against any covered employer, as defined in this subsection.

(b) Declaration of policy. The State of Wisconsin shall be deemed to acquire, hold or retain a proprietary interest in the zone and must protect against threats to or potential compromises of this proprietary interest by ensuring that potentially adverse labor relations arising over recognition of, representation by, or collective bargaining through any employee's labor organization do not and could not disrupt operations of the claimant, and to ensure such protection shall require of the claimant and all covered employers a labor peace agreements in the event that employees seek representation in collective bargaining through a labor organization. This subsection is not intended to, and shall not be interpreted to, enact or express any generally applicable policy regarding labor relations or to regulate those relations in any way.

(c) Labor peace agreement required.

1. Any agreement arising under s. 238.396 with a claimant shall include a provision requiring of the claimant that if any labor organization declares an intent to seek representation of the employees of a claimant, a claimant shall be required to submit to the department, as defined by s. 111.01(1m), a verifiable labor peace agreement, and the claimant shall be required to incorporate such a provision in any agreement with a successor, assignee, or transferee.

2. Any agreement arising under s. 238.396 with a claimant shall include a provision requiring of the claimant that it shall require in any agreement with any covered employer that if any labor organization declares an intent to seek representation of the employees of the covered employer, the covered employer shall be required to submit to the claimant and the claimant to the department, as defined by s. 111.01(1m), a verifiable labor peace agreement, and the covered employer shall be required to incorporate such a provision in any agreement with a contractor or sub-contractor, successor, assignee or transferee.

(d) Other provisions.

1. Any person or organization may file with the department, as defined by s. 111.01(1m), a complaint of noncompliance with this subsection. Upon any complaint the department shall investigate and upon a finding of noncompliance the department shall institute a civil action for an injunction and/or specific performance. In the event the department brings a civil action for enforcement, any person by or with a direct interest in compliance with this subsection may join in that action as a real party in interest.

2. A covered employer that performs its obligations under a labor peace agreement shall be relieved of further obligation under this subsection and the terms of the labor peace agreement if the labor organization engages in economic action.

3. Nothing in this subsection requires a covered employer to recognize a particular labor organization nor enter into a collective bargaining agreement establishing the terms and conditions of employment.

4. Nothing in this subsection requires a covered employer to abide by the provisions of this subsection for any employment unrelated to employment of employees resulting from an agreement arising under s. 238.396.



NOW!

1
jld
1)

~~PRELIMINARY DRAFT NOT READY FOR INTRODUCTION~~

ASSEMBLY AMENDMENT,

TO ASSEMBLY SUBSTITUTE AMENDMENT 1,

TO ASSEMBLY BILL 1

#. Page 2, line 10: delete "and making appropriations"
and substitute "making appropriations; and
providing a penalty"

(B)
(4)

- 1 At the locations indicated, amend the substitute amendment as follows:
- 2 1. Page 36, line 15: after that line insert:
- 3 ~~(3)~~ MINIMUM WAGE AND LABOR PEACE IN THE ZONE. (a) In this subsection:
- 4 1. "Claimant" means a person who is certified to claim tax benefits under sub.
- 5 (3).
- 6 2. "Claimant contracted employer" means an employer that employs employees
- 7 as a result of an agreement with a claimant to provide goods or services to the
- 8 claimant and that employs employees within ^{e 50} fifty miles of the zone.
- 9 2e. "Covered employer" means a claimant, zone employer, or claimant
- 10 contracted employer.
- 11 2m. "Department" means the department of workforce development.

- 1 *move* 3. "Employee" has the meaning given in s. 104.01 (2). ✓
- 2 4. "Employer" has the meaning given in s. 104.01 (3). ✓
- 3 *e* 4e. "Economic action" means picketing, work stoppage, strike, boycott, or other
4 adverse action against a covered employer regarding employees of the covered
5 employer. ✓
- 6 4m. "Labor organization" means an organization of any kind which exists for
7 the purpose, in whole or in part, of dealing with employers concerning wages, hours
8 of employment, conditions of work, or grievances. ✓
- 9 4s. "Labor peace agreement" means a written agreement between an employer
10 and a labor organization that contains at a minimum a provision requiring
11 forbearance by the labor organization of any economic action against any covered
12 employer. ✓
- 13 5. "Rate of inflation" means the rate of inflation determined by the federal
14 bureau of labor statistics for the metropolitan statistical area in which the zone
15 exists. ✓
- 16 6. "Wage" has the meaning given in s. 104.01 (8). ✓
- 17 7. "Zone" means the zone designated under sub. (1m). ✓
- 18 8. "Zone employer" means an employer that employs employees within the
19 boundaries of the zone. ✓
- 20 (b) 1. Every wage paid or agreed to be paid by a claimant to any employee shall
21 be not less than the minimum wage established under *... e par. (c)*. ✓
- 22 2. Every wage paid or agreed to be paid by any zone employer to any employee
23 shall be not less than the minimum wage established under par. (c). ✓
- 24 3. Every wage paid or agreed to be paid by any claimant contracted employer
25 to any employee shall be not less than the minimum wage established under par. (c). ✓

1 4. A claimant, a zone employer, or a claimant contracted employer[✓] paying,
2 offering to pay, or agreeing to pay any employee a wage lower or less in value than
3 the applicable minimum wage established under par. (c)[✓] is guilty of a violation of this
4 chapter as provided in s. 103.005[✓] (11) and is subject to the penalties provided in s.
5 103.005 (12).[✓]

6 (c) 1. The minimum wage shall be not less than \$15[✓] per hour through the last
7 day of February 2020.[✓]

8 2. On[✓] April 1, 2020, the minimum wage shall be not less than an amount
9 determined by the department[✓] by multiplying \$15[✓] per hour by the rate of inflation
10 for the immediately preceding year. The department shall publish the wage
11 calculated under this subdivision[✓] no later than March 1, 2020.[✓]

12 3. On April 1, 2021,[✓] and on April 1 of each year thereafter, the minimum wage
13 shall be not less than an amount determined by the department by multiplying the
14 minimum wage of the immediately preceding ~~twelve~~¹² months by the rate of inflation
15 for the immediately preceding year. The department shall publish the wage
16 calculated under this subdivision[✓] no later than March 1 of each year.[✓]

17 (d) 1. Each claimant, zone employer, and claimant contracted employer[✓] shall
18 keep a record of the name and address of each of its employees, the hours of
19 employment and wages of each employee, the occupation and classification of each
20 employee, and such other records pertaining to ability as the department requires.[✓]

21 2. The records under this paragraph[✓] shall be submitted to the department
22 every ~~three~~³ months as follows:[✓]

23 a. On May 1 regarding any employment of employees from[✓] January 1 to March
24 31 of that year.[✓]

1 b. On August 1[✓] regarding any employment of employees from April 1 to June
2 30 of that year.[✓]

3 c. On November 1[✓] regarding any employment of employees from[✓] July 1 to
4 September 30 of that year.[✓]

5 d. On February 1[✓] regarding any employment of employees from[✓] October 1 to
6 December 31 of the previous year.[✓]

7 3. The records of employees in this paragraph[✓] shall be subject to the open
8 records law provisions of ss. 19.31[✓] ^{e to} through 19.36.[✓]

9 (e) Any person may register with the department[✓] that the wages paid to an
10 employee for whom a minimum wage has been established under par. (c)[✓] are less
11 than that minimum wage, and the department shall investigate the matter and take
12 all proceedings necessary to enforce the payment of the minimum wage.[✓] Section
13 111.322 (2m)[✓] applies to discharge and other discriminatory acts arising in connection
14 with any proceeding under this section.[✓]

15 ^f (d) The state shall be deemed to acquire, hold, or retain a proprietary interest
16 in the zone and must protect against threats to or potential compromises of this
17 proprietary interest by ensuring that potentially adverse labor relations arising over
18 recognition of, representation by, or collective bargaining through any employee's
19 labor organization do not and could not disrupt operations of the claimant, and to
20 ensure such protection shall require of the claimant and all covered employers a
21 labor peace agreement[✓] in the event that employees seek representation in collective
22 bargaining through a labor organization.[✓] This paragraph[✓] is not intended to, and
23 shall not be interpreted to, enact or express any generally applicable policy regarding
24 labor relations or to regulate those relations in any way[✓]


1 (g) 1. Any agreement between the corporation and a claimant under this section
2 shall include a provision requiring of the claimant that, if any labor organization
3 declares an intent to seek representation of the employees of a claimant, a claimant
4 shall be required to submit to the department a verifiable labor peace agreement,
5 and the claimant shall be required to incorporate such a provision in any agreement
6 with a successor, assignee, or transferee.

7 2. Any agreement between the corporation and a claimant under this section
8 shall include a provision requiring of the claimant that it shall require in any
9 agreement with any covered employer that, if any labor organization declares an
10 intent to seek representation of the employees of the covered employer, the covered
11 employer shall be required to submit to the claimant and the claimant to the
12 department a verifiable labor peace agreement, and the covered employer shall be
13 required to incorporate such a provision in any agreement with a contractor or
14 sub-contractor, successor, assignee, or transferee.

15 (h) 1. Any person or organization may file with the department a complaint of
16 noncompliance with par. (g). Upon any complaint the department shall investigate
17 and upon a finding of noncompliance the department shall institute a civil action for
18 an injunction and/or specific performance. In the event the department brings a civil
19 action for enforcement, any person by or with a direct interest in compliance with par.
20 (g) may join in that action as a real party in interest.

21 2. A covered employer that performs its obligations under a labor peace
22 agreement shall be relieved of further obligation under this paragraph and the terms
23 of the labor peace agreement if the labor organization engages in economic action.

1 3. Nothing in this subsection[✓] requires a covered employer to recognize a
2 particular labor organization nor enter into a collective bargaining agreement
3 establishing the terms and conditions of employment.

4 4. Nothing in this subsection[✓] requires a covered employer to abide by the
5 provisions of this subsection for any employment unrelated to employment of
6 employees resulting from an agreement between the corporation and the claimant
7 under this[✓] section." 

8

(END)



State of Wisconsin
2017 - 2018 LEGISLATURE
August 2017 Special Session

LRBa0930/1
MPG:jld

ASSEMBLY AMENDMENT ,
TO ASSEMBLY SUBSTITUTE AMENDMENT 1,
TO ASSEMBLY BILL 1

1 At the locations indicated, amend the substitute amendment as follows:

2 1. Page 2, line 10: delete “and making appropriations” and substitute “making
3 appropriations; and providing a penalty”.

4 2. Page 36, line 15: after that line insert:

5 “(3u) MINIMUM WAGE AND LABOR PEACE IN THE ZONE. (a) In this subsection:

6 1. “Claimant” means a person who is certified to claim tax benefits under sub.
7 (3).

8 2. “Claimant contracted employer” means an employer that employs employees
9 as a result of an agreement with a claimant to provide goods or services to the
10 claimant and that employs employees within 50 miles of the zone.

11 2e. “Covered employer” means a claimant, zone employer, or claimant
12 contracted employer.

1 2m. "Department" means the department of workforce development.

2 3. "Economic action" means picketing, work stoppage, strike, boycott, or other
3 adverse action against a covered employer regarding employees of the covered
4 employer.

5 4. "Employee" has the meaning given in s. 104.01 (2).

6 4e. "Employer" has the meaning given in s. 104.01 (3).

7 4m. "Labor organization" means an organization of any kind which exists for
8 the purpose, in whole or in part, of dealing with employers concerning wages, hours
9 of employment, conditions of work, or grievances.

10 4s. "Labor peace agreement" means a written agreement between an employer
11 and a labor organization that contains at a minimum a provision requiring
12 forbearance by the labor organization of any economic action against any covered
13 employer.

14 5. "Rate of inflation" means the rate of inflation determined by the federal
15 bureau of labor statistics for the metropolitan statistical area in which the zone
16 exists.

17 6. "Wage" has the meaning given in s. 104.01 (8).

18 7. "Zone" means the zone designated under sub. (1m).

19 8. "Zone employer" means an employer that employs employees within the
20 boundaries of the zone.

21 (b) 1. Every wage paid or agreed to be paid by a claimant to any employee shall
22 be not less than the minimum wage established under par. (c).

23 2. Every wage paid or agreed to be paid by any zone employer to any employee
24 shall be not less than the minimum wage established under par. (c).

1 3. Every wage paid or agreed to be paid by any claimant contracted employer
2 to any employee shall be not less than the minimum wage established under par. (c).

3 4. A claimant, a zone employer, or a claimant contracted employer paying,
4 offering to pay, or agreeing to pay any employee a wage lower or less in value than
5 the applicable minimum wage established under par. (c) is guilty of a violation of this
6 chapter as provided in s. 103.005 (11) and is subject to the penalties provided in s.
7 103.005 (12).

8 (c) 1. The minimum wage shall be not less than \$15 per hour through the last
9 day of February 2020.

10 2. On April 1, 2020, the minimum wage shall be not less than an amount
11 determined by the department by multiplying \$15 per hour by the rate of inflation
12 for the immediately preceding year. The department shall publish the wage
13 calculated under this subdivision no later than March 1, 2020.

14 3. On April 1, 2021, and on April 1 of each year thereafter, the minimum wage
15 shall be not less than an amount determined by the department by multiplying the
16 minimum wage of the immediately preceding 12 months by the rate of inflation for
17 the immediately preceding year. The department shall publish the wage calculated
18 under this subdivision no later than March 1 of each year.

19 (d) 1. Each claimant, zone employer, and claimant contracted employer shall
20 keep a record of the name and address of each of its employees, the hours of
21 employment and wages of each employee, the occupation and classification of each
22 employee, and such other records pertaining to ability as the department requires.

23 2. The records under this paragraph shall be submitted to the department
24 every 3 months as follows:

1 a. On May 1 regarding any employment of employees from January 1 to March
2 31 of that year.

3 b. On August 1 regarding any employment of employees from April 1 to June
4 30 of that year.

5 c. On November 1 regarding any employment of employees from July 1 to
6 September 30 of that year.

7 d. On February 1 regarding any employment of employees from October 1 to
8 December 31 of the previous year.

9 3. The records of employees in this paragraph shall be subject to the open
10 records law provisions of ss. 19.31 to 19.36.

11 (e) Any person may register with the department that the wages paid to an
12 employee for whom a minimum wage has been established under par. (c) are less
13 than that minimum wage, and the department shall investigate the matter and take
14 all proceedings necessary to enforce the payment of the minimum wage. Section
15 111.322 (2m) applies to discharge and other discriminatory acts arising in connection
16 with any proceeding under this section.

17 (f) The state shall be deemed to acquire, hold, or retain a proprietary interest
18 in the zone and must protect against threats to or potential compromises of this
19 proprietary interest by ensuring that potentially adverse labor relations arising over
20 recognition of, representation by, or collective bargaining through any employee's
21 labor organization do not and could not disrupt operations of the claimant, and to
22 ensure such protection shall require of the claimant and all covered employers a
23 labor peace agreement in the event that employees seek representation in collective
24 bargaining through a labor organization. This paragraph is not intended to, and

1 shall not be interpreted to, enact or express any generally applicable policy regarding
2 labor relations or to regulate those relations in any way.

3 (g) 1. Any agreement between the corporation and a claimant under this section
4 shall include a provision requiring of the claimant that, if any labor organization
5 declares an intent to seek representation of the employees of a claimant, a claimant
6 shall be required to submit to the department a verifiable labor peace agreement,
7 and the claimant shall be required to incorporate such a provision in any agreement
8 with a successor, assignee, or transferee.

9 2. Any agreement between the corporation and a claimant under this section
10 shall include a provision requiring of the claimant that it shall require in any
11 agreement with any covered employer that, if any labor organization declares an
12 intent to seek representation of the employees of the covered employer, the covered
13 employer shall be required to submit to the claimant and the claimant to the
14 department a verifiable labor peace agreement, and the covered employer shall be
15 required to incorporate such a provision in any agreement with a contractor or
16 subcontractor, successor, assignee, or transferee.

17 (h) 1. Any person or organization may file with the department a complaint of
18 noncompliance with par. (g). Upon any complaint the department shall investigate
19 and upon a finding of noncompliance the department shall institute a civil action for
20 an injunction or specific performance. In the event the department brings a civil
21 action for enforcement, any person by or with a direct interest in compliance with par.
22 (g) may join in that action as a real party in interest.

23 2. A covered employer that performs its obligations under a labor peace
24 agreement shall be relieved of further obligation under this paragraph and the terms
25 of the labor peace agreement if the labor organization engages in economic action.

1 3. Nothing in this subsection requires a covered employer to recognize a
2 particular labor organization nor enter into a collective bargaining agreement
3 establishing the terms and conditions of employment.

4 4. Nothing in this subsection requires a covered employer to abide by the
5 provisions of this subsection for any employment unrelated to employment of
6 employees resulting from an agreement between the corporation and the claimant
7 under this section.”.

8

(END)