



# NATIONAL RIGHT TO WORK NEWSLETTER

VOLUME 64, NUMBER 11&12

[www.nrtwc.org](http://www.nrtwc.org)

November - December 2018

## Union Bosses Going All Out to Capture Congress *Recent Radicalization of Big Labor Allies Raising 2018 Stakes*

With just a short time to go until Election Day, Big Labor bosses are publicly predicting their enormous, forced union dues-funded political war chest will enable them to switch operational control of both chambers of the U.S. Congress over to avowed supporters of monopolistic unionism.

If control of both congressional chambers changes, union kingpins will be able to install two of their puppets, most likely rabidly anti-Right to Work Sen. Charles Schumer (D-N.Y.) and likeminded Congresswoman Nancy Pelosi (D-Calif.), as the new Senate majority leader and House speaker.

But the National Right to Work Committee and its 2.8 million members are fighting back through their Federal Survey 2018 program.

This program's basic goal is simply to ensure that pro-forced unionism Senate and House candidates are held accountable.

### Right to Work Committee Publicizing Candidate Positions On Right to Work

This fall, Committee leaders and members are going all out to publicize the positions of federal candidates, incumbents and challengers alike, on compulsory unionism.

By the time they have the opportunity to read this Newsletter edition, the vast majority of Committee members and supporters should already have received in the mail a Survey 2018 results roster, informing them whether and how their federal candidates have responded to the Right to Work survey.

Pro-Right to Work Americans who have not yet received their Survey 2018 results may obtain a copy by contacting the Committee by email -- [Members@NRTW](mailto:Members@NRTW).



Credit: International Brotherhood of Boilermakers

**Earlier this year, national boilermakers union bigwigs awarded Big Labor U.S. Sen. Heidi Heitkamp (D-N.D.) for consistently doing their bidding. This fall, the citizens of Right to Work North Dakota will have their say.**

org -- or by dialing 1-800-325-7892.

By putting maximum pressure on their candidates, Right to Work supporters can make forced unionism a telling issue on Election Day.

### Fall Contests May Determine Whether or Not Obama-Era Power Grabs Become Entrenched

The outcome of this fall's elections may well determine whether or not an array of anti-worker, pro-union monopoly power grabs perpetrated during Big Labor President Barack Obama's two terms in office become entrenched federal policy, or are rolled back.

For example, a December 2014 National Labor Relations Board (NLRB) rulemaking action requires employers facing unionization campaigns to turn

over to union organizers multiple forms of contact information for all front-line employees.

This edict covers even employees who explicitly object to having their personal information fall into Big Labor hands.

Now that Trump appointees who appear willing to resist giving Big Labor even more power over individual employees than is authorized by federal statutes hold a majority of NLRB seats, the chronic rewriting of such statutes by Obama appointees could be reversed.

But if AFL-CIO-boss favorites Chuck Schumer and Nancy Pelosi are installed as the new leaders of Congress this fall, even rolling back the extremist schemes of the Obama-era NLRB may become very difficult.

Of course, Right to Work supporters

*See Radicalize page 2*

# Right to Work Foes Radicalize

*Continued from page 1*

hoping to maintain and even strengthen their ability to combat Big Labor abuses over the next two years do have multiple opportunities in U.S. Senate contests.

## Three Pro-Coercion Senators Are Currently Tied or Trailing in the Polls

Just to start with, three incumbent senators with pro-forced unionism records are, according to the latest polls available at the time this Newsletter edition went to press in early October, roughly tied or slightly trailing in their re-election campaigns against 100% pro-Right to Work challengers.

Embattled Big Labor Sens. Heidi Heitkamp (D-N.D.), Claire McCaskill (D-Mo.), and Bill Nelson (D-Fla.) have all regularly sided with union bosses who demanded that the federal government make it even easier for them to corral employees into unions and extract forced financial support from them.

Three egregious examples occurred in August and September 2017 and this April, when President Donald Trump's NLRB nominations of Marvin Kaplan, William Emanuel, and John Ring came to the Senate floor.

Sens. Heitkamp, McCaskill and Nelson all voted to kill all three nominations and keep the NLRB in the hands of Obama-selected champions of monopolistic unionism. (All three were nevertheless narrowly confirmed.)

Three other union-label senators -- Jon Tester (D-Mont.), Joe Donnelly (D-Ind.), and Joe Manchin (D-W.Va.) -- were narrowly ahead of strongly pro-Right to Work challengers as of early October.

And at least one other pro-coercion incumbent senator who is currently favored to win -- Tammy Baldwin (D-Wisc.) -- still faces a potentially close contest against her opponent, an unabashed supporter of voluntary unionism.

## Nevada, Arizona and Tennessee Senate Seats Are All Union-Boss Targets

To thwart a Schumer takeover of the Senate, the Right to Work movement will have to be effective at defense as well as offense in 2018.

Nevada, where consistently pro-Right to Work Sen. Dean Heller (R) is running neck-and-neck in a race with union-label

U.S. Rep. Jacky Rosen, is a key example.

In March 2017, Mr. Heller became a cosponsor of S.545, the National Right to Work Act. This legislation would repeal the provisions in federal labor law that authorize the termination of employees for refusal to join or pay dues to an unwanted union.

In sharp contrast, Ms. Rosen has stubbornly refused to support Right to Work legislation and actively opposed legislation designed to reverse bureaucratic rewriting of federal labor law by Obama NLRB appointees.

Open seats in Arizona and Tennessee that are now held by retiring senators who have often sided with Right to Work in legislative battles are also being targeted by Big Labor this fall.

## Committee Rallies Members to Hold Candidates Accountable

The Federal Survey 2018, the principal Committee program for holding federal politicians' feet to the fire, has three phases.

In the first part, candidates received questionnaires asking them how they intended to vote on a short list of forced-unionism related issues, including national Right to Work legislation.

"The Committee's goal is to gain more support for Right to Work in the Senate and

House," explained Committee President Mark Mix.

"That's why the Right to Work survey raises the pressure on candidates to oppose the expansion of Big Labor's forced-unionism privileges, and also to support rolling those privileges back."

In part two, Committee members called and wrote to the candidates, asking them to answer their questionnaires 100% in favor of Right to Work.

In the final phase, the Committee, through TV and newspaper ads, e-mails, and the Postal Service, is reporting back to members and friends at the local level on how their candidates responded. That keeps the heat on non-responsive candidates to take a clear stand on the Right to Work issue.

"The 2018 election stakes for Right to Work supporters are higher than they have been in decades," explained Mr. Mix.

"More than 120 current members of Congress, including would-be Capitol Hill leaders Chuck Schumer and Nancy Pelosi, have recently gone on the record in support of federal legislation that would gut all state-level Right to Work protections for private-sector employees and businesses.

"Fortunately, I'm confident that, with members' generous support, the federal survey will continue convincing, up to Election Day, candidate after candidate to pledge to defend employees' Right to Work. And candidates who refuse will be held accountable by the public." 📌



Right to Work advocate Dean Heller (R-Nev., pictured here with President Trump) faces a difficult fight to keep his Senate seat as Big Labor strives to install aggressively pro-union monopoly majorities in both chambers of Congress.

Credit: Pablo Martinez, Monsvais/AP

# 'I Don't Intend to Keep Paying For the Union'

## Millions of Civil Servants Want to Stop Bankrolling Big Labor

Roughly four months ago, Illinois civil servant Mark Janus and his legal team, led by Right to Work staff attorney Bill Messenger, won a landmark U.S. Supreme Court victory for millions of independent-minded public employees.

In *Janus v. AFSCME Council 31*, the High Court ruled, for the first time, that it violates the U.S. Constitution for government union chiefs and public employers to cut deals forcing employees who work for the taxpayer to pay for the advocacy of a union they would never voluntarily join, or be fired.

### Union Bosses Face Potential Loss of Billions of Dollars

Thanks to *Janus*, public-sector union bosses now face the potential loss of hundreds of millions or even billions of dollars in coerced union dues and fees.

Bitter union spokesmen are insinuating that any teachers, firefighters, police officers, or other public employees who exercise their rights under *Janus* must have nefarious motives.

But a national survey of public-sector union members conducted by Carnegie Mellon University Prof. Lloyd Corder in August on behalf of the Nevada Policy Research Institute shows such insinuations are completely unwarranted and unjust.

In "The *Janus* Juncture," a report summarizing the results of his survey of over 300 public-sector union members across the country, Dr. Corder noted that their awareness of and their support for *Janus* are both high.

He reported that more than seven out of 10 unionized public servants have heard about the *Janus* ruling that forced financial support for government unions as a condition of employment is impermissible under the First Amendment. Nearly a third say they plan to stop bankrolling the union.

### 'Some People Might Not Feel The Union Represents Them'

Awareness is highest of all in the Northeast, where compulsory unionism in government was pervasive pre-*Janus*.

Dr. Corder also reported that a majority (51%) of government union members see *Janus* as a "positive change."

Fewer than a third (32%), disagree with that characterization, with the rest

uncertain.

"The *Janus* Juncture" directly quotes a number of sound reasons furnished by public employees for supporting Right to Work, including:

"I believe people should be able to choose whether or not they are part of a union. Some people might not feel the union represents them or cannot afford for union dues to be taken out of their paychecks."

"I have been in three different teacher unions, and although I support the idea of unions in general, I sometimes do not support how they use union dues. So I feel that being able to choose would be good."

Since *Janus* was announced on June 27, government union officials have, in addition to smearing public servants who don't wish to belong to their organizations, suggested the decision will have little impact on Big Labor's clout, because, they claim, only a handful of unionized workers want out of the union.

### Big Labor Officials Obviously Don't Believe Their Own Rhetoric About *Janus*

National Right to Work Committee Vice President John Kalb commented that, if union bigwigs really believed what they say, they wouldn't act as they do:

"In state after state, government union chiefs are defying the Supreme Court and continuing to seize forced dues from public servants after they've resigned from the union."

As an example, Mr. Kalb cited the case of Philadelphia school bus driver Michael Mayer, whose July 20 resignation from Teamsters Local 312 has yet to be fully and lawfully acknowledged by the union brass.

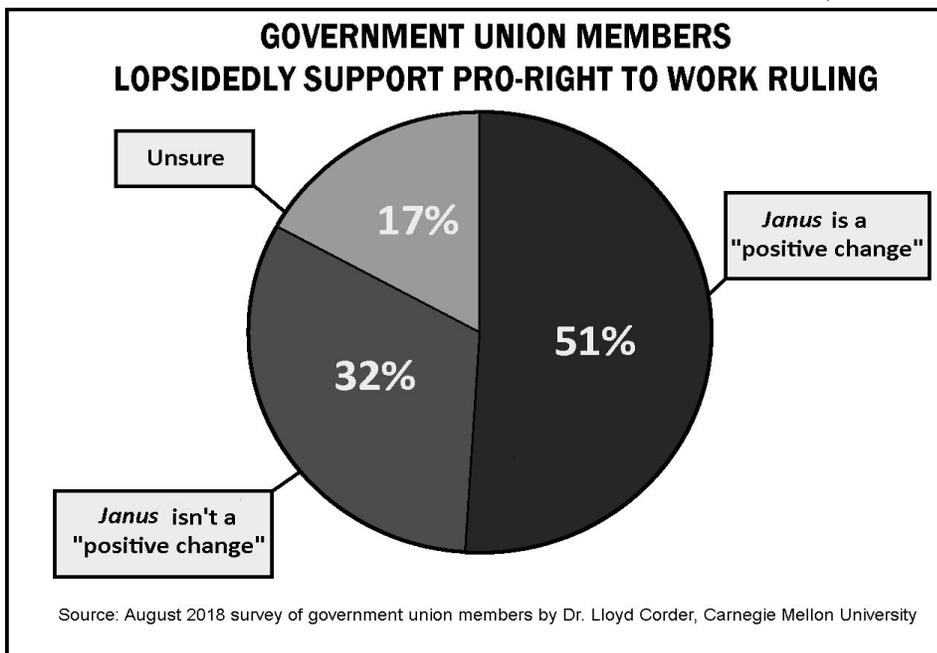
(In September, Mr. Mayer filed a federal suit against Teamster bosses with the National Right to Work Legal Defense Foundation's assistance.)

"If union dons truly believed only a tiny share of Big Labor-controlled workers wanted to stop bankrolling the union," explained Mr. Kalb, "they would just let workers like Mr. Mayer exercise their *Janus* rights without resorting to illegal schemes to stop them."

"Of course, in the wake of the *Janus* decision, Big Labor does have a better option.

"Instead of trying to ignore what the Supreme Court unambiguously said, union officials could work harder to earn public employees' voluntary support.

"Unfortunately, with few exceptions, government union bosses don't seem to be prepared yet to try to live with *Janus* instead of undermining it." 📢



A national survey shows far more public union members support the Supreme Court's *Janus* decision than oppose it. As one respondent explained, "No one should be required to pay money for unfair treatment."

# Farmworkers Finally Allowed to Cast Off Union

## *After Five-Year Fight, Votes Against UFW Monopolists Are Counted*

For six years, thousands of employees of Fresno, Calif.-based Gerawan Farming, the nation's largest peach grower, tried to tell United Farm Workers (UFW) union bosses to go away.

And five years ago, Gerawan employees who want to be able to negotiate their employment conditions directly with the company, without UFW union-boss interference, overcame Big Labor threats and harassment to collect roughly 3,000 signatures from their fellow workers authorizing a decertification election.

Under the Golden State's Agricultural Labor Relations Act (ALRA), even if the employer would gladly negotiate with union nonmembers on an individual basis, the only way employees can free themselves from an unwanted union monopoly-bargaining agent is collectively, through a ballot decertifying the union.

(Of course, federal labor laws and the vast majority of state labor laws are similarly pro-union monopoly.)

### **Bureaucrats Didn't Want To Know About Workers' Lopsided Vote Against UFW**

Unfortunately, the ballots from Gerawan employees' November 2013 decertification vote remained under seal and uncounted for years after they were cast.

Many of the California bureaucrats

who regulate employee-employer relations in the farm sector, especially Democrat Gov. Jerry Brown's appointees to the Agricultural Labor Relations Board (ALRB), evidently see the ALRA as insufficiently biased in favor of compulsory unionism.

For years, Brown appointees like former ALRB General Counsel Sylvia-Torres Guillen concocted excuse after excuse to prevent the ballots from being counted.

National Right to Work Committee Vice President Mary King observed:

"Jerry Brown's UFW-'friendly' bureaucrats were obviously aware a majority of Gerawan employees had voted to send UFW kingpins packing. If they had believed otherwise, they wouldn't have gone all-out to prevent a ballot count."

Finally, in mid-September, shortly after the California Supreme Court rejected an ALRB request to reconsider an appellate court ruling that the ballots must be counted, the tally finally occurred.

Workers opposed continued UFW union rule by a more than five-to-one margin (1,098 to 197), even after the ALRB had at UFW operatives' behest made a last-minute decision to refuse to count roughly 640 ballots challenged by UFW bosses.

"The vote was a major step forward for the farmworkers and Anthony Raimondo, a Fresno private attorney who has tirelessly assisted them free of charge,"

said Ms. King.

"But the fact is, at first it was not clear if ALRB bureaucrats would cease ignoring workers' overwhelming vote to be union-free even after the ballots had been counted."

(National Right to Work Legal Defense Foundation staff attorney Jim Young represents Mr. Raimondo and some Gerawan employees with regard to related matters.)

### **Before the Count Occurred, Jerry Brown's ALRB Tried to Get the Ballots Destroyed**

Ms. King continued: "Right to Work supporters in California and nationwide should never forget that, in April 2016, the ALRB actually voted to authorize the destruction of Gerawan workers' decertification ballots.

"Had a court order not ultimately stopped the ALRB from carrying out its plans, the vote count that finally occurred in September would have been impossible.

"In most Americans' minds, destruction of electoral ballots is something perpetrated by authoritarian politicians in other countries, such as Nicolas Maduro, the acolyte of the late Hugo Chavez who now rules Venezuela.

"Sadly, Ms. Torres-Guillen and other ALRB lawyers have been so determined to prevent Gerawan employees from getting out from under UFW union control that they were fully ready to resort to appalling Chavista tactics to get their way."

Shortly before this Newsletter edition went to press in early October, ALRB bureaucrats heeded, at last, the wishes of the vast majority of Gerawan farmworkers and decertified the UFW.

After six years, the ALRB has finally stopped supporting union-boss demands for monopoly-bargaining control over and forced-union-fee extractions from Gerawan employees.

"Right to Work Committee members across the country commend the efforts by Gerawan employees and Anthony Raimondo to prevent the ALRB decertification ballots from being ignored after they had finally been counted," said Ms. King.

"Ultimately, of course, the Committee's goal is to ensure no American employee anywhere is subject to union monopoly bargaining against his or her will. 📌



More than five years ago, Gerawan employees who wanted to be union-free collected roughly 3,000 signatures from fellow employees to get UFW union bosses ousted from their workplaces. Later came the fight to get their votes counted.

# Right to Work Mobilizing in State After State

## *Protecting Workers From Forced Unionism the 'Right Thing to Do'*

This fall, members of grass-roots groups based in states as diverse as New Hampshire, Illinois and Montana are striving with all their might to follow in the footsteps of Kentucky Right to Work activists.

Freedom-loving citizens in New Hampshire, Illinois and Montana, as well as in other states like Minnesota, Delaware and Colorado, are turning up the pressure on their state legislative and executive candidates to oppose forced unionism.

And proponents of making union membership fully voluntary now sense they have the wind at their back, largely because of the five state Right to Work laws that have been adopted and taken effect just since the beginning of 2012.

Thanks to the recent progress made by Right to Work proponents, most states now have laws on the books prohibiting forced union dues and fees, and just over half of all Americans today enjoy the benefits of living in a Right to Work state.

### **Right to Work States' Factory Job Growth Triple That of Forced-Dues States**

Public efforts to enact more state Right to Work laws are intensifying in part because such laws are seen as a means for a state to attract new job-creating and income-raising business investments.

Throughout most of the nine years since the official end of the 2008-2009 national recession, overall U.S. employment and incomes only rose at a snail's pace.

Consequently, every state has been under more pressure to capture as high a share as possible of all domestic economic growth.

"The evidence that states protecting employees from compulsory unionism are outpacing states that don't in the creation of good, family-supporting jobs is indeed compelling," commented Matthew Leen, vice president of the National Right to Work Committee.

As an example, Mr. Leen cited U.S. Labor Department data regarding net manufacturing payroll employment growth from 2012 to 2017, the last five years for which data are available.

According to the Labor Department's Bureau of Labor Statistics, overall manufacturing payroll jobs increased by 5.5% in the 23 states that had Right to Work laws on the books throughout that entire period.



Credit: WDRB-TV (Louisville, Ky.)

**A new bus factory in Shepherdsville that is expected to employ more than 500 people by next year is just one example of the opportunity-creating business investments Right to Work Kentucky is attracting.**

Meanwhile, factory employment grew by only about a third as much, on average, in the 23 states where Right to Work laws have yet to be enacted and take effect.

Mr. Leen also cited the very recent example of Kentucky, which over the course of 2017, the first year its Right to Work law was in effect, attracted a record \$9.2 billion in corporate-expansion and new-location projects.

A new bus factory in Shepherdsville that is expected to employ more than 500 people by next year is just one example of the opportunity-creating business investments Right to Work Kentucky is attracting.

### **No Worker Should Be Forced To Bankroll a Union He Or She Never Asked For**

"Thanks to such investments, thousands and thousands of new good-paying jobs are available for Bluegrass State employees," said Mr. Leen.

"Of course, the primary reason states should adopt Right to Work laws is that no employee should be forced to bankroll a union he or she never asked for, and doesn't want.

"Prohibiting the termination of employees for refusal to pay money to an unwanted union is simply the right thing to do.

"And besides being morally right,

standing up for each worker's freedom to do as he or she pleases with the fruit of his or her labor is politically smart."

Mr. Leen explained: "Just two years ago, for example, voters in West Virginia had their first opportunity to react at the polls to the adoption of their state Right to Work law in 2015.

"Big Labor officials from around the country poured forced-dues money into the Mountain State to try to punish the politicians who had voted against forced unionism."

### **Politicians Who Passed Right to Work Were Rewarded at Polls in 2016**

"But West Virginia voters simply refused to cooperate," Mr. Leen continued.

"When the dust settled after the November 2016 elections, the GOP state Senate caucus, which had supplied all of the chamber's 18 votes for Right to Work the previous winter, had expanded from 18 seats to 22 seats.

"The uniformly pro-forced unionism Democrat caucus had shrunk from 16 seats to 12.

"And the utter failure of union kingpins in West Virginia and other states to make good on their threats to punish politicians for supporting Right to Work should encourage 2018 state candidates to stand up for employee freedom." 

# Workplace Freedom Makes Employees Happier

## Quantitative Analysis Supports Ordinary Americans' Intuition

In addition to revoking Big Labor bosses' privilege to get millions of employees fired should they refuse to join or bankroll a union, the passage and implementation of five new Right to Work laws over the past seven years has provided scholars with a new opportunity to research such laws' impact.

One up-and-coming specialist in labor economics and finance who has taken advantage of this opportunity is Christos Makridis, who recently received a Ph.D. from Stanford University.

### Study Assesses Impact Of Right To Work on Individual Well-Being

In 2017, Dr. Makridis, who is now a digital fellow at the MIT Sloan School of Management and a nonresident fellow at the Harvard Kennedy School of Government, completed a study regarding the impact of Right to Work laws on the well-being of individuals, with a special focus on unionized employees.

In a paper reporting his findings, entitled "Do Right-to-Work Laws Work? Evidence From Individual Well-Being and Economic Sentiment," he concludes that the adoption of Right to Work laws is "associated with increases in both life satisfaction and economic sentiment."

Dr. Makridis's paper, which is available through the Social Science Research Network, draws on Gallup's U.S. Daily Poll to "compare individual well-being and economic sentiment before and after the adoption" of state Right to Work laws.

In a short video talk he put together with the assistance of the National Institute for Labor Relations Research,



Credit: stanford.edu

**Labor economics specialist Christos Makridis: Right to Work laws have had "a very beneficial effect on individuals."**

Dr. Makridis explains why, in his view, unionized employees generally feel more optimistic about their careers in a Right to Work environment.

(National Right to Work Newsletter readers who wish to view this video may do so by visiting [www.nilrr.org](http://www.nilrr.org) -- the Institute's web site.)

### 'Is That Really the Tip I'd Like to Pay Given the Service Quality That I Had?'

In his video presentation, Dr. Makridis asks each viewer to imagine moving to a new city where "you're required to eat at a single restaurant."

After you're seated, the waiter "doesn't really take your order, but he comes back with the food about 10 minutes later."

Of course, the order is all wrong. And when you've finished eating and you get the bill, "there's a mandatory 20% tip,"

and you ask yourself, "Is that really the tip I'd like to pay given the service quality that I had?"

Dr. Makridis posits that there's a causal connection between the mandatory 20% tip and the low service quality.

If so, it intuitively follows that government-authorized mandatory union dues and fees would have a decidedly detrimental impact on the quality of services Big Labor furnishes for the workers it purports to represent.

Specifically, he found in his research that unionized employees in states that recently approved Right to Work laws reported "higher levels of trust and openness in the workplace" after compulsory unionism was prohibited than they had before.

This makes sense when one considers the impact of forced unionism and the Right to Work at the personal level.

Before Right to Work, "unions were forcing individuals" to pay dues or fees "regardless of the service quality they were providing, but afterward they were treating the individual employee more like a customer, thinking about what types of services might be valuable" to each individual.

### 'It's Just Giving People More Choice Over How They Spend Their Money'

What is the Right to Work? "[I]t's just giving people more choice over how they spend their money," concludes Dr. Makridis.

Consequently, it's not surprising that his findings, as he reports in his paper, "suggest that the passage of" Right to Work laws "fundamentally transforms the optimism that union workers have about their career prospects."

Dr. Makridis' quantitative analysis also detected a positive, albeit significantly smaller, impact on the workplace satisfaction of union-free individuals.

People from all walks of life benefit from Right to Work laws, largely because they cut the funds union bosses who favor oppressively high taxes and straight-jacket regulation of business have at their disposal to advance their ideology.

However, in Dr. Makridis' words, the "gains are concentrated among union workers, suggesting that those who have benefited most are precisely those whom the legislation targeted." 

## NATIONAL RIGHT TO WORK NEWSLETTER

[www.nrtwc.org](http://www.nrtwc.org) November/December 2018

Written and Distributed by:

**National Right to Work Committee®**  
8001 Braddock Road  
Springfield, Va. 22160  
E-mail: [Members@NRTW.org](mailto:Members@NRTW.org)

**Stanley Greer** Newsletter Editor  
**Greg Mourad** Vice President  
**John Kalb** Vice President  
**Mary King** Vice President  
**Matthew Leen** Vice President  
**Stephen Goodrick** Vice President  
**Mark Mix** President  
Editorial comments only: [stg@nrtwc.org](mailto:stg@nrtwc.org)

Contact the Membership Department by phoning 1-800-325-RTWC (7892) or (703) 321-9820 if you wish to:

- Report address changes or corrections
- Receive the NEWSLETTER or request, renew, or cancel Committee membership
- Obtain more information

Because of NRTWC's tax-exempt status under IRC Sec. 501 (C)(4) and its state and federal legislative activities, contributions are not tax deductible as charitable contributions (IRC § 170) or as business deductions (IRC § 162(e)(1)).

© 2018 by the National Right to Work Committee®. Permission to reprint individual articles granted. Credit requested.

# More Freedom, Higher Incomes

Continued from page 8

May 1 in forced-unionism states as a group in 2017.

In contrast, TFD 2017 in Right to Work states as a group came on April 17, a full two weeks earlier than the forced-unionism average.

When 2017 state average (mean) household income data, as reported on the U.S. Census Bureau's *American FactFinder* web site, are adjusted for differences in living costs and tax burdens, the results show that four of the five highest-ranking states have Right to Work laws.

Meanwhile, nine of the 10 bottom-ranking states lack Right to Work laws.

## Forced Unionism-Fueled Class Warfare Doesn't Foster Prosperity

Overall, according to the National Institute for Labor Relations Research's analysis, the average cost of living-adjusted, after-tax income per household

in Right to Work states last year was \$57,416, roughly \$4,500 higher than the forced-unionism state average.

National Right to Work Committee President Mark Mix said that no one ought to be surprised by the Institute's findings.

"The forced-union-dues system foments hate-the-boss class warfare in many workplaces," he noted.

"It helps Big Labor impose and perpetuate counterproductive and costly work rules. And union bosses funnel a large share of the forced dues and fees they collect through this system into the campaigns of Tax & Spend, regulation-happy state and local politicians.

"Undoubtedly, this is an important reason why 'Tax Freedom Day' consistently arrives roughly two weeks earlier, on average, in Right to Work states than in forced-unionism states."

Mr. Mix concluded that it is only logical that, in states where forced union dues and fees are still permitted, workers and other residents would end up with less real purchasing power.

"Cost of living-adjusted, after-tax federal data confirm that's exactly what happens," he added.

## Big Labor Propagandists Ignore Cost of Living's Impact

But many statistics regarding incomes in Right to Work and forced-unionism states cited by Big Labor propagandists ignore regional cost-of-living differences completely.

For example, even though the Census Bureau has since 2011 regularly calculated and published data measuring poverty adjusted for differences in housing costs, Big Labor and its allies never reference these data, which show poverty is lower in Right to Work states than in forced-unionism states.

Instead, forced-unionism apologists simply ignore the relevant data and claim, in essence, we would all be better off if union officials could just force everyone to pay union dues or fees to get or keep a job.

"Union bosses and their allies in pro-Big Labor 'think tanks' understand that, if they adequately accounted for differences in living costs and taxes, their data would show living standards are higher in Right to Work states," said Mr. Mix.

"No wonder analyses comparing wages in Right to Work states and forced-unionism states published by the Big Labor-founded Economic Policy Institute routinely 'under-compensate for the effect of living costs on wages,' as a 2015 Heritage Foundation paper demonstrated."

## Big Labor Politicians Want Captive Employees, Firms To Have Nowhere to Flee

Unfortunately, if legislation now pending in both chambers of Congress and already sponsored by a total of 123 U.S. representatives and senators becomes law, employees whose freedom is curtailed and who are economically harmed by compulsory unionism will not be able to escape to a Right to Work state.

"H.R.5728/S.2810 and H.R.6080/S.3064, respectively cynically mislabeled as the 'Workplace Democracy Act' and the 'Workers' Freedom to Negotiate Act' would both eliminate Right to Work protections for all private-sector employees and promote monopolistic unionism in a host of other ways," said Mr. Mix.

"And if forced-unionism proponents make substantial gains in this fall's elections, these anti-worker measures can be expected to be on the congressional agenda in 2019." 📌



The average cost of living-adjusted, after-tax income per household is roughly \$4,500 higher in Right to Work states than in forced-unionism states. But Big Labor politicians are eager to impose forced unionism nationwide.

# Forced-Dues State Households Have Less to Spend

## Higher Costs For Consumers Translate Into Lower Living Standards

On paper, it seems like K-12 public school teachers are paid well in forced-unionism California. According to an analysis furnished to the media by National Education Association (NEA) union bosses, the average annual salary for a teacher in the Golden State is \$77,000.

But the reality is that California K-12 educators recognize they don't live so well relative to educators in other states.

That's why teachers are fleeing Big Labor-controlled California in droves.

This May, the Sacramento *Bee* reported that, from 2003 to 2016, "about 18,000 more elementary and secondary school teachers left California than came from other states."

### Teachers Obviously Understand What Union Spokesmen Choose to Overlook

California's largest net loss to any state, totaling roughly 6,000 teachers, was to Right to Work Texas. Yet NEA union propagandists claim teacher pay is substantially lower in Texas than it is in California!

Teachers obviously understand what union spokesmen choose to overlook:

The standard of living for any employee, including a teacher, depends on his or her living costs and tax burden, as well as nominal pay.

That's why living standards in Texas and Right to Work states generally are higher than they are in California and forced-unionism states generally.

Economists and ordinary Americans recognize that the purchasing power of the U.S. dollar varies widely from state to state, but many people may assume there is no reliable way to incorporate cost-of-living disparities into income and earnings data.

Fortunately, for many years now, employees considering relocation to another state and companies seeking to hire capable employees from out of state have been able to consult interstate cost-of-living indices that are calculated and published by the Missouri Economic Research and Information Center (MERIC).

### In 2017, Not One of the 14 Most Costly States to Live In Had a Right to Work Law

Based in Jefferson City, Mo., MERIC is a state government agency with no ax to



Credit: Los Angeles Catholic Worker

**According to Census data that have been available for years, poverty adjusted for geographic differences in housing costs is higher in forced-unionism states than in Right to Work states. Big Labor apologists simply ignore such data.**

grind on the Right to Work issue.

And its web site reports that MERIC has been "recognized with 15 national awards for research excellence since it was formed in 2001."

MERIC's indices factor in housing, food, utilities, transportation, health care and other miscellaneous goods and services.

For roughly a decade and a half, the National Institute for Labor Relations Research has used MERIC's indices to make apples-to-apples comparisons of wages, salaries, and other forms of income in Right to Work and forced-unionism states.

MERIC's annual data for 2017 show that, among the 14 states with the highest overall cost of living last year, not one has on the books and in effect a Right to Work law barring the termination of employees for refusal to join or pay dues or fees to an unwanted union.

But all of the seven lowest-cost states, and 16 of the 18 lowest-cost states, were

and are Right to Work.

Along with housing, food, and utility costs, overall tax burdens are substantially lower in Right to Work states than they are in forced-unionism states.

In 2017 specifically, according to the nonpartisan, Washington, D.C.-based Tax Foundation, residents of forced-unionism states forked over 33.2% of their total personal income in federal, state and local taxes, a 13% higher share than the Right to Work state average.

### Right to Work State Residents Receive Two Extra Weeks of Take-Home Pay

"Tax Freedom Day" (TFD), the day when, as the Tax Foundation has explained, all Americans or the residents of a particular state or group of states have "earned enough money to pay" their "total tax burden for the year," didn't arrive until

See **More Freedom** page 7