



# NATIONAL RIGHT TO WORK NEWSLETTER

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March 2020

## House Approves Right to Work Destruction *Battle to Stop Nationwide Forced Union Fees Moves to the Senate*

Acting at the behest of compulsory dues-hungry union bosses, 224 Big Labor members of the U.S. House of Representatives have just voted to rubber-stamp legislation (H.R.2474) that would foist a forced-unionism regime on the entire nation.

The lead sponsor of the H.R.2474 power grab, Virginia Congressman Bobby

Scott (D), has cynically mislabeled it as the “Protecting the Right to Organize” Act, or PRO Act.

The battle over the PRO Act now moves to the U.S. Senate, where union-label politician Patty Murray (D-Wash.) is the sponsor of virtually identical companion legislation (S.1306).

“The PRO Act is a smorgasbord of

special-interest delights for the union hierarchy,” said National Right to Work Committee President Mark Mix.

### **Scheme Would Override Every State Right to Work Law Currently on the Books**

“It is also a blueprint for what House Speaker Nancy Pelosi [D-Calif.], Senate Minority Leader Charles Schumer [D-N.Y.], and other Big Labor politicians have in store for America as soon as they get control of the White House and both chambers of Congress,” Mr. Mix continued.

“Among all the objectionable provisions in the PRO Act, the single most outrageous one would amend the National Labor Relations Act [NLRA] to empower private-sector union bosses in all 50 states, including erstwhile Right to Work states, to force employees to pay union fees against their will.”

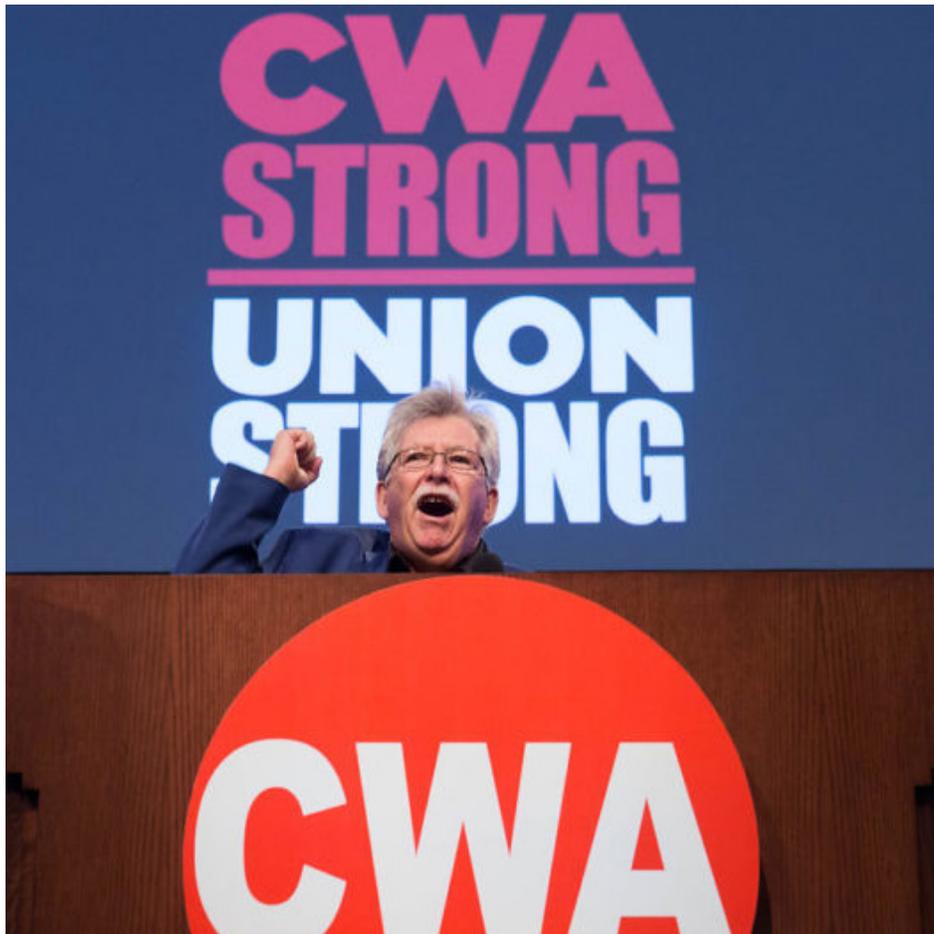
Today 27 states have Right to Work laws on the books that prohibit the termination of employees for refusal to join or pay dues or fees to a union they don’t want, and never asked for.

### **Right to Work State Citizens Have Steadfastly Resisted Big Labor Repeal Schemes**

These laws enjoy overwhelming public support in jurisdictions where they have been adopted and are in effect.

Big Labor has spent vast sums of money over the years on state-level efforts to wipe out Right to Work laws.

But it has had no success over the past six-and-a-half decades in any state whose citizens have had the opportunity



On February 6, radical union bosses like Communications Workers of America (CWA/AFL-CIO) bigwig Chris Shelton cheered as their handpicked politicians rammed H.R.2474 through the U.S. House. The Senate is Right to Work’s firewall.

Credit: Communication Workers of America (CWA/AFL-CIO), Creative Commons

See *Freedom* page 2

# Freedom, Prosperity at Risk

Continued from page 1

to experience, even for a short time, what prohibiting forced union dues and fees means in practice.

Unfortunately, a majority of House members, including 66 from Right to Work states, voted February 6 to give the green light to H.R.2474, which would override the wishes of the 166 million current residents of Right to Work states, who overwhelmingly oppose forced union dues and fees.

The PRO Act would also block the citizens of the remaining 23 forced-unionism states from passing new Right to Work laws to unchain employees in their jurisdictions.

## Scheme ‘Establishes’ That Union Bosses ‘in All 50 States’ May Collect Forced Fees

Mr. Mix noted: “Union operatives and their apologists are making no bones about the fact that the PRO Act would wipe out more than 70 years of Right to Work progress.”

As an example, Mr. Mix cited a handout touting H.R.2474/S.1306 by Celine McNicholas and Lynn Rhinehart, two staffers for the Big Labor-founded Economic Policy Institute (EPI), a self-styled “think tank” in Washington, D.C.

The PRO Act, exult Ms. McNicholas and Ms. Rhinehart, “overrides . . . ‘right-to-work’ laws by establishing” that union

bosses “in all 50 states” may cut workplace deals granting them the power to force employees to pay fees to Big Labor, or be fired.

Ms. McNicholas and Ms. Rhinehart blithely assume Big Labor *should* be empowered to extract forced fees from workers who don’t agree with the union, never sought the union, and would vote against unionism if they could.

But even their fellow forced-unionism proponent Richard Rothstein, a “distinguished fellow” at the very organization where they work, admits that dissenting workers may well be getting paid less as a consequence of being under union monopoly control.

Among the types of workers whose paychecks are often smaller because they are subject to union “exclusivity” are those who are especially talented and/or hardworking.

## Right to Work States Are Where ‘the People and the Money Are Moving’

“The Scott-Murray bill,” explained Mr. Mix, “cuts the heart out of state Right to Work statutes and constitutional provisions.

“It does this by inserting language in federal labor law stating that the extraction of forced fees from employees for union monopoly bargaining, regardless of

whether it benefits or hurts them personally, shall be ‘valid’ notwithstanding ‘any State or Territorial law.’

“If the state Right to Work destruction and other pro-forced unionism provisions in the PRO Act are adopted, the results will be a devastating loss of personal freedom for workers and a shipwreck for the U.S. economy.”

As an example, Mr. Mix cited the U.S. Commerce Department’s recently updated statistics regarding growth in output in automotive manufacturing, as measured in constant, chained 2012 dollars:

“Excluding the five states that passed and began enforcing Right to Work laws between 2012 and 2017 and considering just the 22 states that had already banned forced unionism in 2007, the Right to Work share of automotive manufacturing grew from 47.8% to 61.3% over the next decade.

“Real automotive manufacturing GDP in these 22 states grew by 41.1% from 2007 to 2017, while it fell by 18.5% in the 23 states that were still forced-unionism as of the end of 2017.

“The loss of such investments in Right to Work states where, in the words of pro-forced unionism journalist C.J. Atkins, ‘the people and the money are moving,’ would be devastating for the national economy.”

## Politicians Who Support PRO Act Could Face Harsh Electoral Consequences

“Without Right to Work states,” Mr. Mix continued, “there would certainly be far fewer jobs created in the U.S. as a whole. And job seekers who couldn’t find good-paying jobs in slow-growth forced-unionism states wouldn’t have anywhere to flee.”

(See the article on p. 8 of this Newsletter for more information.)

Unfortunately, Big Labor lobbyists’ domination of the House is so extraordinary that Right to Work members and supporters had no chance of stopping H.R.2474 when it came to the House floor.

While Right to Work leaders are taking nothing for granted, they are much more hopeful about being able to stall the PRO Act through a massive citizen mobilization before it comes up for Senate consideration.

“The politicians voting for the PRO Act in the face of public opposition to compulsory unionism that is now as overwhelming and passionate as it ever has been can be expected to face harsh electoral repercussions in 2020 and beyond,” predicted Mr. Mix. 📣



Credit: J Scott Applewhite/AP

Democrat congressional honchos like Nancy Pelosi (D-Calif.) and Steny Hoyer (D-Md.) are grimly determined to obliterate Right to Work protections nationwide. If they succeed, millions will be herded back on to Big Labor’s “plantation.”

# The Washington Times

## Virginians' individual liberty, economic competitiveness at risk

Tuesday, February 4, 2020

By the Hon. George Allen

During the four years I served as governor of Virginia, I had the honor of recruiting jobs and investment into a state that became one of the strongest economies in the U.S. With lower taxes, prompt-permitting, regulatory reform, safer communities, academic accountability in our schools, and smart higher-education investments, well over 300,000 net new private-sector jobs were added in Virginia during my term.

As proud as I am of this record, I know the future can be even better for our Commonwealth – but we need the right policy environment to live up to our potential. States that consistently succeed in competing for job-creating business investments do so by keeping tax, energy and regulatory costs comparatively low, and by educating, training and retaining a skilled workforce from which to draw capable, productive employees.

Right-to-work protections, which were established in Virginia nearly three-quarters of a century ago and have now spread to a total of 27 states, are especially crucial. Right to Work laws protect individual liberty by guaranteeing that no employee can be compelled to join or pay dues or fees to a union as a condition of employment. People are free to join a union in Virginia, and we trust the individual worker, rather than anybody else, to decide if a union deserves his or her financial support.

Unfortunately, a number of Virginia's current elected officials are proposing to eliminate our Right to Work law. Bills introduced this year in the state House of Delegates and Senate would authorize, for the first time in the Old Dominion since 1947, the firing of employees for refusal to pay forced fees to a union. The House forced-fee bill's sponsor bluntly calls it Right to Work repeal. And *Politico* has applied the same name to the Senate bill.

Even with the passage and implementation of five additional state Right to Work laws since the beginning of 2012, Virginia remains today, just as it was when I was governor, the northernmost Right to Work state on the Eastern seaboard. I know well how our pro-individual liberty labor policy gives us a competitive advantage. Our administration recruited thousands of jobs from high-tax, non-Right to Work states to our north.

The very fact that bills to overturn our Right to Work law are on the legislative table in Virginia this year is already

damaging our state's credibility as a reliable business-friendly state. Certainty is very important for people making long-term investment decisions. Uncertainty about the future of our Right to Work law may well already be harming opportunities for Virginia job seekers and our reputation.

If I were the governor of Tennessee, North Carolina, South Carolina, Georgia, or any Right to Work state located to the south or west of Virginia, it would be perfectly logical to point out to business site decision makers that politically powerful people in Virginia are proposing to bring back compulsory unionism.

Many site-selection specialists over the years have publicly said that the presence of a Right to Work law is often one of the first factors a company considers before bringing jobs to a state. In fact, a 2017 survey sponsored by *Chief Executive* magazine found that American CEO's prefer to add jobs in Right to Work states over non-Right to Work states by a whopping 26-to-1 margin. Across the U.S., from 2008 to 2018, the number of employed people grew more than twice as fast in percentage terms in Right to Work states as in forced-unionism states, according to the U.S. Labor Department's household survey. And a recent analysis by the National Institute for Labor Relations Research shows that the mean after-tax, cost of living-adjusted household income in 2018 was roughly \$4,300 higher in Right to Work states than in forced-unionism states. Virginia's was the highest of all 50 states.

Since 2013, I have developed an even deeper appreciation of how important employees who are willing and able to develop their skills and show personal initiative are to the success of American businesses in my capacity as chair of the Manufacturing Competitiveness Initiative of the National Association of Manufacturers. Right to Work laws foster an ideal environment for modern manufacturing by empowering the individual employee. The last thing Virginia should do is throw away this key valuable competitive asset: Freedom.

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*George Allen is a former governor of Virginia and served as a U.S. senator.*

# Presidential Challengers Bow to NEA, AFT Brass

## *Schools Already ‘Largely Controlled’ by Teacher Union Bosses*

The evidence continues to mount that radical teacher union bosses, and the pro-Big Labor monopoly state laws that grant them extraordinary privileges, are the chief impediments to improving American educational outcomes while avoiding the imposition of new and crushing burdens on already hard-pressed taxpayers.

But the key contenders for the Democrat nomination to challenge Republican President Donald Trump in this fall’s elections clearly don’t care.

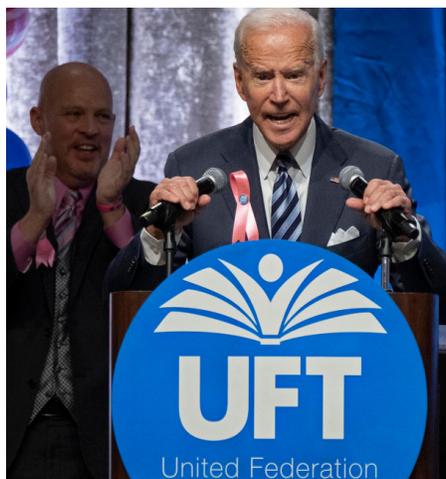
On the campaign trail, they are vowing, again and again, to tighten National Education Association (NEA) and American Federation of Teachers (AFT/AFL-CIO) union bosses’ grip over our nation’s K-12 public schools.

Top-tier Democrat primary candidates Joe Biden, Bernie Sanders, and Elizabeth Warren have all launched vicious, public attacks against Right to Work laws, which simply prohibit the extraction of forced union dues and fees from independent-minded employees as a condition of employment.

### Candidates Signal Their Supreme Court Nominees Could Be Expected to Reverse *Janus*

Former Vice President Biden and Sens. Sanders (Vermont) and Warren (Mass.) have all also signaled that, if given the opportunity as President, they will seek to appoint justices to the U.S. Supreme Court who could be expected to favor reversal of the High Court’s landmark 2018 decision in *Janus v. AFSCME*.

The *Janus* court, ruling in favor of an Illinois civil servant whose counsel of record was National Right to Work Legal



Credit: AP Photo/Craig Ruttle

**Joe Biden and other presidential wannabes insist teacher union chiefs deserve more coercive power.**

Defense Foundation staff attorney William Messenger, found that the extraction of forced union fees from public employees, including schoolteachers, as a job condition is unconstitutional.

“A bare 5-4 majority of justices voted in favor of protecting public employees’ First Amendment rights, and all four justices who sided with AFSCME bosses instead are still on the court today,” noted National Right to Work Committee Vice President John Kalb.

“A *Janus* reversal is therefore a real possibility if Joe Biden, Bernie Sanders or Elizabeth Warren becomes president without first repudiating pro-forced unionism stances taken up to now.”

In addition to wooing teacher union bosses with their anti-Right to Work and anti-*Janus* fusillades, many Democrat presidential hopefuls are pledging to

push for a new federal statute mandating union monopoly-bargaining control over state and local civil servants, including teachers, nationwide.

Joe Biden, Bernie Sanders, and Elizabeth Warren have all made a nationwide monopolistic government unionism mandate, overriding the laws of states with contrary policies, part of their campaign platforms.

“This extravagant gift to NEA and AFT union bosses would be disastrous for schoolchildren as well as taxpayers,” said Mr. Kalb.

“A careful 2018 study led by economist Stan Liebowitz showed that six of the nine states where ethnically and racially diverse students do best relative to how much schools spend are Texas, Virginia, Arizona, Georgia, North Carolina and Colorado.”

### Under Government Unionism, a Lower Return For Taxpayers On Their Education Dollar

“All of these states either expressly prohibit or do not statutorily authorize union monopoly bargaining in K-12 public education,” added Mr. Kalb.

It is an obvious fact that, across America, “the state of K-12 politics” is and long has been, in the words of *US News* Senior Education Writer Lauren Camera, “largely controlled by the two national teacher unions.”

It is also plain to see that the results schoolchildren, parents and taxpayers are getting under the status quo are not acceptable.

“Joe Biden, Bernie Sanders, and Elizabeth Warren all seem to think it is politically smart for them to pledge to grant even more special privileges to teacher union officials if they are elected President,” said Mr. Kalb.

“This winter, Committee activists in early caucus and primary states have been giving them a chance to reconsider through Right to Work’s 2020 Presidential Survey program.

“Candidate responses and refusals to respond will be reported back to pro-Right to Work Americans nationwide. And since nearly 80% of Americans who regularly vote in federal elections oppose forced unionism in principle, negative responses and refusals to respond may be politically dangerous.”

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# Employees Fired For Refusing to Join a Union

## Cases Underscore Need For Gopher State Right to Work Legislation

It's now the better part of a year since two Minnesotans who were formerly employed by CRH Companies Midwest Region (a building materials supplier) were illegally fired for refusing to meet Teamster union bosses' demand that they join.

As the upper Midwestern winter drags on, they are still fighting to get their jobs back.

Charles Winter and James Connolly both charge, in National Labor Relations Board (NLRB) cases filed with the assistance of National Right to Work Legal Defense Foundation staff attorneys, that Teamster union officials told them they had to join, or be fired.

This was blatantly false.

While under federal law employees in non-Right to Work states can indeed, unfortunately, be fired for refusal to pay fees to a union they would never voluntarily join, they cannot legally be forced to become full union members.

Because Mr. Winter and Mr. Connolly both tried to exercise their legal right not to become full-fledged, forced dues-paying Teamsters, the union brass insisted they could be terminated.

And before long corporate managers did terminate them.

### 'Since You Have Chosen Not To Become a Union Member We Will Have to Terminate' You

According to Mr. Winter's NLRB charge, an operative of Blaine, Minn.-based Teamsters Local 120 told employees at the facility in Belle Plaine, Minn., where he worked that they would have to join the union during a meeting on March 28, 2019.

And Local 120 officials simply ignored his and other employees' rights under the Foundation-won *Beck* decision, issued by the U.S. Supreme Court.

Under *Beck*, union bosses are prohibited from forcing nonmembers to bankroll Big Labor politics and other nonbargaining activities as a condition of employment, and are required to furnish objecting nonmembers with a full breakdown of which activities nonmembers will be compelled to fund.

Mr. Connolly's charge against Local 120 cites an April 2019 email message to him from union officer David Schruck flatly and falsely stating: "[Y]ou do have to join."

A separate charge filed by Mr. Connolly against CRH Companies cites a May 2019 email to him from manager Dave Phillips stating, in part:

"At this time since you have chosen not to become a union member we will have to terminate your employment . . ."

Despite the clear evidence they and their Right to Work attorneys submitted to the NLRB in the spring of 2019 that their firings were illegal, neither Mr. Winter nor Mr. Connolly has yet obtained any redress.

As of the end of January, no NLRB complaints stemming from their charges had been filed.

### 'Minnesota Legislators Should Take Note of These Abuses of Union-Boss Power'

National Right to Work Committee and Foundation President Mark Mix commented:

"Given the excellent and free legal representation they are receiving, and the egregious illegality of their firings, Charles Winter and James Connolly both have good odds of ultimately being offered their jobs back.

"But many unionized workers who disagree with the Big Labor agenda are understandably reluctant to invest months or even years of their lives into vindicating their right not to join a union.

"What the illegal firings of Mr. Winter and Mr. Connolly demonstrate all too

clearly is the contempt Teamster bosses have for even the most longstanding protections for workers in federal statutes and case law.

"Minnesota legislators in Saint Paul should take note of these abuses of union-boss power and adopt a Right to Work law to ensure that union membership *and* financial support are strictly voluntary in the Gopher State."

### Floor Votes Sought For Minnesota Right to Work Legislation

During the 2020 session of the Minnesota Legislature, the Minnesota Right to Work Committee, a grassroots citizen group based in Saint Paul, will join with allies in the state capital to seek out opportunities for floor votes on legislation barring forced union dues and fees in both the House and Senate.

A House Right to Work Bill (H.B.352) was introduced last year and is still pending.

"Minnesotans overwhelmingly recognize that forced unionism is just plain wrong, and they are increasingly aware of the ever-mounting evidence that it is economically harmful as well," said Mr. Mix.

He vowed that the National Committee would do everything it reasonably can to help the Minnesota Right to Work organization advance its legislative program. 📌



Mark Mix: "[M]any unionized workers who disagree with the Big Labor agenda are understandably reluctant to invest months or even years of their lives into vindicating their right not to join a union."

# Politicians Poised to Sell Out State Taxpayers

## *Right to Work Faces Uphill Fight Against Monopoly-Bargaining Bill*

This winter, Big Labor politicians in Colorado are brushing aside a vast and ever-expanding array of evidence that handing union bosses monopoly-bargaining power over civil servants jacks up taxpayer costs for the provision of vital public services, while diminishing those services' quality.

Even after hearing pleas from concerned Right to Work constituents, as well as being informed about the harmful impact of monopolistic government unionism on taxpayers, lawmakers in Denver are poised to rubber-stamp H.B.1153 as this Newsletter edition goes to press in early February. Union-label Gov. Jared Polis (D) has already declared he will sign H.B.1153 if given the chance.

This scheme would statutorily safeguard union bosses' privilege to speak for state employees who don't want a union, as well as those who do, on matters concerning pay, benefits, and work rules.

### **Higher Share of Government Workforce Unionized = Heavier Tax Burden**

If H.B.1153 becomes law, state government employees in Colorado who don't wish to join a union will be statutorily prohibited from dealing directly with their employer on matters concerning their jobs. This is an assault on civil servants' freedom of choice.

And the bitter experience of citizens across the country since monopolistic government unionism became widespread half-a-century ago shows that a higher share of a state's civil servants corralled into unions means a heavier tax burden for people from all walks of life.

National Right to Work Committee Vice President Mary King cited data furnished by the nonpartisan Tax Foundation and other sources to calculate the price for taxpayers when government union bosses gain even more power:

"Each April, the Tax Foundation reports when 'Tax Freedom Day,' the day when the residents of a jurisdiction have earned enough money to pay off their tax burden for the year, occurs nationwide and in each of the 50 states.

"In 2018, there were 13 states in which more than half of civil servants were under union monopoly control, according to Unionstats.com, a website maintained by labor economists Barry Hirsch and David Macpherson.



Credit: Chris Britt/Creators News Service

**Pervasive government monopoly unionism in states like California and Oregon has fueled relentless tax increases even as public services have deteriorated. Why would Coloradans want to imitate those states?**

"The data also show there were 18 states (including Colorado) where 25.1% to 50.0% of civil servants were unionized, and 19 states in which government unionism was 25.0% or less.

"In the 13 states with the highest union density, Tax Freedom Day 2018 didn't come until April 27, on average.

"That's 10 days later than the average for states with moderate government-union density, and 15 days later than the average for low government-union-density states."

### **Grassroots Citizens Mobilize To Stop H.B.1153 From Reaching Jared Polis' Desk**

The evidence that monopolistic government unionism is costly to taxpayers is overwhelming, but most unionized government employees don't come out as winners.

Government union kingpins typically focus their energy on jacking up noncash compensation, especially pension benefits, rather than wages and salaries.

Public employees who have careers shorter than 20 years (and that's most of them) often don't benefit at all from Big Labor pension deals.

By empowering union dons to block reform of improvident pension schemes, comprehensive monopoly-bargaining laws in states like California and Illinois

actually lower employees' job security.

As Steven Malanga of the Manhattan Institute has noted, such "legal restrictions" effectively leave "job cuts as the only option" in tough financial times.

Monopoly bargaining also "places additional burdens on the most effective and productive" employees by "favoring and protecting the least effective" employees, according to Massachusetts finance professor Ben Branch. (Mr. Branch was the lead plaintiff in a National Right to Work Legal Defense Foundation-backed judicial challenge to state monopoly-bargaining laws.)

Ms. King cautioned Right to Work supporters that they face an uphill fight:

"Benefiting from the National Committee's advice and counsel, the Denver-based group Colorado Citizens for Right to Work began mobilizing members and supporters in January to contact their legislators and urge them to oppose H.B.1153.

"Since majorities in both chambers of the Colorado Legislature were elected with Big Labor's assistance, preventing H.B.1153 from reaching Gov. Polis' desk won't be easy.

"But Colorado Citizens for Right to Work and other opponents of forced unionism in the Centennial State are, with the National Committee's help, doing everything they feasibly can to block this power grab." 📌

# Forced-Dues ‘Job Crisis’

Continued from page 8

potential.

“Compulsory unionism is wrong, plain and simple,” affirmed Mr. Mix.

“It is also an economic albatross as our nation strives to make up for a decade of recession and sluggish growth.”

## All States Suffer as a Consequence of Pro-Forced Unionism Laws

Mr. Mix explained that, while states that fail to shield employees from federal pro-forced unionism policies are harmed most of all, the entire country suffers severe damage:

“The union-label politicians who regularly get elected and reelected because of Big Labor’s forced dues-funded support overwhelmingly favor higher taxes and more red-tape regulation of business.

“This is true at the federal, state and local levels.

“Private-sector job growth in all 50 states, including Right to Work states, is hindered by the actions of Big Labor politicians.”

## Federal Politicians Bear Primary Blame For Forced-Dues States’ Decline

Mr. Mix continued:

“Meanwhile, forced-unionism strongholds like New York, California and Illinois face a ‘jobs crisis’ as they fail, year after year, to create enough good-paying employment opportunities to retain and attract paycheck earners and their families.

“As Ted Dabrowski, president of Wirepoints, a Wilmette, Ill.-based

nonprofit research firm focusing on the Prairie State’s economy and government, explained in an interview this January, ‘People move to states where there is opportunity, jobs, growth potential, affordable housing . . .’

“After factoring in all these considerations, as well as the state’s high and rapidly rising tax burden, [people] aren’t choosing Illinois, they’re leaving Illinois.”

“Big Labor state politicians like current Gov. J.B. Pritzker [D] are largely responsible for the deadly combination of a rapidly rising cost of government and a shrinking base of taxpaying employees and business owners.

“But politicians in Washington, D.C., who foisted compulsory union dues and fees on the entire country by adopting the National Labor Relations Act [NLRA] in 1935, and their successors who perpetuate this unjust system today, are the principal culprits.”

## Committee Leads Charge For Bill Repealing Forced Dues Nationwide

“It is federal law,” emphasized Mr. Mix, “not the law of any state, that today forces millions of private-sector workers across America to fork over dues or fees to a union they may not want as a condition of employment.

“The Committee and its members and supporters are determined to abolish this unfair and economically destructive coercion of workers from coast to coast.

“Adoption by Congress of S.525/H.R.2571, the National Right to Work Act, would be a giant step in the right direction.



Credit: Joshua Lotfi/Getty Images

## Federal as well as state Big Labor politicians like Gov. J.B. Pritzker are culpable for Illinois’ plight.

“S.525/H.R.2571 would repeal all the current forced-dues provisions in federal labor law, ensuring that every private-sector worker in America who is covered by the NLRA or the Railway Labor Act has the Right to Work.

“Thanks primarily to Right to Work members’ persistent lobbying of their elected officials, as of the end of January, 84 U.S. representatives and 23 U.S. senators had already signed on as sponsors of federal compulsory-dues repeal.

“In addition to protecting employees from wrongful termination for refusal to bankroll a union they would never voluntarily join, the National Right to Work Act would help end the hemorrhaging of taxpayers from states like New York, California and Illinois.

“Employees and businesses in current Right to Work states would also get an economic boost as their out-of-state customers and suppliers were liberated from the burden of forced unionism.” 

## Make a Difference in the Fight to End Compulsory Unionism by Contributing Appreciated Stock

Rather than giving cash contributions, many National Right to Work Committee donors prefer to directly transfer shares of appreciated stock.

This is a smart strategy for donors who would owe a Capital Gains Tax upon sale of the shares.

Instead of selling the shares, paying Capital Gains Taxes, and then using what is left of the proceeds

to make contributions . . . simply give the shares directly to a non-profit like the National Right to Work Committee.

As a non-profit, the Committee does not pay Income or Capital Gains Taxes when it sells your shares, so 100% of your stock gift will go directly to the Committee’s projects and activities.

For more information, see Other Ways to Give at <https://nrtwc.org/donate/other-ways-to-give/> or contact Matthew Leen, Vice President of Strategic Programs, at 703-321-9820 or email at [mml@nrtw.org](mailto:mml@nrtw.org).

# 'Jobs Crisis' in Forced-Unionism States

## 'People Move to States Where There Is [Greater] Opportunity'

Recently released Internal Revenue Service (IRS) data show more and more taxpayers are fleeing slow-growth states that permit the firing of employees for refusal to bankroll an unwanted union and relocating in faster-growth Right to Work states.

As a group, the 23 states that still lack Right to Work laws lost nearly \$59 billion in income to domestic out-migration from 2016 to 2018.

That's a 45% greater loss than what these same states endured from 2014 to 2016. And it's 67% larger than the income loss they experienced from 2012 to 2014.

"What will it take," asked National Right to Work Committee President Mark Mix, "to convince elected officials in forced-unionism states that are economically torpid or unaffordable, or both, that their current policies governing labor relations aren't working, and need to be changed?"

### From 2017 to 2018, a Net Total Of Nearly 200,000 Taxpayers Fled Compulsory-Dues States

"If nothing else shakes the complacency of Big Labor politicians who don't seem to mind if far more taxpayers are leaving their state than are moving in," noted Mr. Mix, "one day in the not-too-distant future shrinking revenue bases will require them to wake up."

Thanks to data furnished by the Statistics of Income (SOI) division of the IRS, it has for many years now been possible to calculate the sum total of wages, salaries, and other income taxpayers take with them when they flee forced-dues states.

The SOI division records the number of personal income tax filers who move (typically with their dependents, if they have any) across state lines, based on address changes shown on their tax returns. The SOI data are arranged according to the year taxes are filed.

For example, the most recent available data (for the Tax Filing Year 2018) show that a total of 1.586 million tax filers were residing in a forced-dues state that year after residing somewhere else in the U.S. the previous year.

Meanwhile, 1.784 million tax filers were residing in a forced-dues state in 2017, but filed from somewhere else in the U.S. in 2018.

That means a net total of roughly 200,000 tax filers moved from a forced-unionism state to a Right to Work state between 2017 and 2018.

The SOI division also calculates and makes public the aggregate adjusted gross incomes tax filers report in the year immediately following their move from one state to another.

Personal income tax filers moving out of a forced-unionism state between 2017 and 2018 reported a total of \$144.8 billion in annual income, or \$81,152 per filer.

Tax filers moving into a forced-unionism state reported a total of \$115.6 billion in income, or \$72,867 per filer.

### Financial Cost Suffered by Big Labor-Ruled States Compounds Every Year

Both because of their substantial taxpayer losses due to net domestic out-migration, and because the taxpayers they gained reported nearly \$8,300 less income apiece than the tax filers they lost, forced-unionism states lost a net total of \$29.2 billion in adjusted gross income in a single year.

Moreover, all of the seven states (New York, California, Illinois, New Jersey, Maryland, Massachusetts and Pennsylvania) suffering the worst losses of income, in absolute terms, due to taxpayer

out-migration from 2017 to 2018 lack Right to Work laws.

(See the chart located below for additional information.)

Over the past six years for which SOI data are available, the 23 remaining compulsory-unionism states collectively lost a total of \$140.2 billion in adjusted gross income.

And the migration data furnished by the IRS pointing to a probable cumulative loss of in excess of \$200 billion from 2010 to 2020 do not convey how much taxpayers who flee forced-unionism states earn any later than the first year after they depart.

The actual financial cost endured by Big Labor-ruled states compounds as it recurs, year after year.

The accumulated net loss from 2010 to 2020, including income reported by taxpayers in all years subsequent to their migration, cannot be calculated, but will very likely be roughly four times as high as what the IRS data reveal.

State Right to Work laws protect employees' freedom to refuse to pay dues or fees to an unwanted union.

Wherever employees lack this freedom, union bosses have little incentive to tone down their class warfare in the workplace.

Employees are consequently far less likely to reach their full productive

*See Forced-Dues page 7*

## Biggest Losers

### Net Out-Migration of Taxpayers (2017-2018)

| STATE         | INCOME LOST    | TAXPAYERS, DEPENDENTS LOST |
|---------------|----------------|----------------------------|
| New York      | \$9.62 billion | 159,781                    |
| California    | \$7.98 billion | 153,197                    |
| Illinois      | \$5.57 billion | 87,882                     |
| New Jersey    | \$3.17 billion | 33,109                     |
| Maryland      | \$1.73 billion | 16,397                     |
| Massachusetts | \$1.50 billion | 27,017                     |
| Pennsylvania  | \$1.41 billion | 10,973                     |

**All Seven Are Compulsory-Unionism States.**

States shown suffered the largest net absolute losses of adjusted gross income in 2017-2018.

Source: IRS Statistics of Income (SOI) division.

**Year after year, far more taxpayers are moving out of forced-unionism states than are moving into them. They are taking their income with them. And forced-unionism states' income losses due to taxpayer out-migration are mounting.**