



NATIONAL RIGHT TO WORK NEWSLETTER

VOLUME 63, NUMBER 8

www.nrtwc.org

August 2017

Slow-Growth Northeast Needs the Right to Work *Grass-Roots Lobbying Intensifies in New England, Keystone State*

All across America, Right to Work states have long benefited from economic growth far superior to that of states in which millions of employees are forced to pay dues or fees to a labor union just to keep their jobs.

One key index that illustrates Right to Work states' wide economic advantage is civilian household employment as reported by the U.S. Department of Labor (USDOL). This is a broad jobs measure that includes the self-employed and contractors as well as workers on employer payrolls.

The 22 states that had Right to Work laws on the books for the entire period from 2006 to 2016 enjoyed overall household employment growth of 8.1% during that decade.

Meanwhile, aggregate employment growth in the 24 states that still lacked Right to Work protections for employees as of the end of last year was less than half the Right to Work average.

Not surprisingly, total 2006-16 employment growth in the nine states of the Northeast -- the only one of the four U.S. Census Bureau regions of the country without any Right to Work states -- was slower than in any other region.

But today National Right to Work Committee leaders are confident Big Labor's domination of the Northeast will not last much longer.

More and More Citizens Back Fundamental Reform to Reinvigorate Their States

"More and more citizens of Big Labor-controlled Northeastern states like New Hampshire, Maine and Pennsylvania recognize that their states require fundamental reform in order to get their economies back on track," observed National Right to Work Committee

President Mark Mix.

"The fact is, compulsory unionism impedes job creation and income growth in every part of the business cycle. Even more healthy national economic growth is unlikely to turn things around for the union boss dominated Northeast.

"On the other hand, there is strong evidence that economically troubled states could greatly accelerate their job and income growth by passing Right to Work legislation."

Mr. Mix cited the case of Indiana, whose Right to Work statute was adopted and immediately took effect in February 2012. That month, Indiana had 470,800

manufacturing jobs, according to seasonally unadjusted USDOL data.

By May 2017, the most recent month for which statistics are available at this writing, Indiana's total manufacturing payroll employment had increased by 11.7% to 526,000.

Indiana's percentage increase in factory jobs since it became Right to Work is well over double the nationwide gain of 5.3% over the same period.

Meanwhile, manufacturing employment has actually fallen by 0.7% in

See Mobilization page 2



CREDIT: ELIZABETH FRANTZ/CONCORD (N.H.) MONITOR STAFF

Early this year, the New Hampshire State Senate approved Right to Work legislation. But the bill stalled in the state House, largely because Speaker Shawn Jasper (center) failed to deliver his 222-member majority caucus.

Right to Work Mobilization

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Illinois, Indiana's compulsory-unionism neighbor to the west. Ohio, Indiana's forced-unionism neighbor to the east, has had a percentage gain only about one-half as great as Indiana's.

Among Northeastern States, New Hampshire Now Closest To Right to Work Passage

Despite all the evidence of Right to Work laws' economic benefits, of which Indiana's recent manufacturing rebound is but one example, and despite the fact that nearly 80% of Americans who regularly vote support Right to Work as a matter of principle, passing a law banning forced union dues is never easy.

Unions that file federal disclosure forms rake in a total of roughly \$21.7 billion a year in (mostly forced) dues and fees, government grants, rents, interest, and other revenues. And union bosses deploy a huge share of the money for politics and lobbying.

"If freedom-loving citizens are to counter successfully the might of the union political machine and prevail upon their elected officials to adopt a state Right to Work law, they must first be mobilized," said Mr. Mix.

Among the nine states of the Northeast, New Hampshire is now the closest to being able to overcome entrenched Big Labor resistance and pass a Right to Work law.

'Setback' Means State's Economic Malaise Will Continue For Awhile

In the Granite State, the Manchester, N.H.-based group New England Citizens for Right to Work has for years, with the National Committee's assistance, been recruiting freedom-loving citizens to contact their legislative and executive candidates with thousands of postcards, letters and phone calls.

Of course, all these communications urge the politicians to oppose forced unionism.

This January, Right to Work advocates' efforts bore fruit when a majority of state senators defied Big Labor bosses by approving S.B.11, a measure upholding the employee's individual right to get and hold a job without being forced to join or bankroll a union.

Since Gov. Chris Sununu had

successfully campaigned on the Right to Work issue in 2016, union officials' only remaining chance to stop Right to Work was the state House of Representatives.

Unfortunately, on February 16, largely because Speaker Shawn Jasper (R-Hudson) failed to deliver his then-222-member caucus for ending compulsory unionism, S.B.11 narrowly failed in the House.

"The February 16 defeat of S.B.11 on the House floor was undoubtedly a setback for the Granite State," said Mr. Mix.

"Due to this setback, New Hampshire's economic malaise -- reflected in the 15.2% decline in the number of its residents, aged 35-54, between 2005 and 2015 -- seems destined to continue for a while.

"But I remain confident New Hampshire citizens will in the near future enjoy the freedom and prosperity that come with a Right to Work law."

New Hampshire Far From the Only Northeastern State Where Progress Is Occurring

Mr. Mix continued: "Grass-roots activists will be back with even more energy next year to put Right to Work over the top in New Hampshire."

Neighboring Maine is another state where the Right to Work movement has made encouraging gains.

In mid-June, staunchly pro-Right to Work Pine Tree State Rep. Larry Lockman (Amherst) secured a floor vote in his chamber on L.D.65, his bill banning forced union dues and fees. (The month before, National Committee Vice President Greg Mourad had testified in support of L.D.65 in Augusta.)

Union-label politicians prevailed in a vote to kill L.D.65. But supporters gained 12 votes over what they had achieved in a Right to Work roll call in the 2016 session, leaving them with just another nine votes to switch over in order to pass a forced-unionism ban in the 151-member chamber.

"Thanks largely to the determined advocacy of two-term Gov. Paul LePage, I am optimistic Right to Work can secure sufficient legislative support to be adopted in Maine within the next few years," said Mr. Mix.

"Yet another Northeastern state where Big Labor's stranglehold is loosening is Pennsylvania.

"For years, persistent foes of forced unionism in the Keystone State have been pressing their elected representatives in Harrisburg to pledge support for a state Right to Work law.

"Thanks to their efforts, there are now record numbers of avowed Right to Work supporters in both chambers of the General Assembly.

"The next step is to put every state senator and representative on record regarding forced unionism through recorded roll-call floor votes." 📌



Throughout his six-and-a-half years as Maine's chief executive, Gov. Paul LePage has carried on a persistent and principled fight against forced unionism. Meanwhile, Right to Work has gained strength in the Maine Legislature.

Forced-Unionism States Suffer From ‘Brain Drain’

Better Options For College Graduates in Right to Work States

Federal data on the American workforce and employment and unemployment rates show that, even as our country’s economy experienced during the Obama presidency its most anemic recovery since the Great Depression, employer demand for college-educated employees continued to rise at a surprisingly rapid clip.

From 2009 through 2015, the total population of the U.S., aged 25-64, grew by 3.9%, but the number of people in that age bracket with at least a bachelor’s degree grew by 11.1%.

Superior Opportunities For College-Educated Mean More, Better Jobs For All

And as of this May, according to the U.S. Bureau of Labor Statistics, the labor force participation rate for civilians aged 25 or older (including people 65 and over) with one or more higher-education degrees was 74.0%, or 11.2 percentage points higher than the overall labor force participation rate.

Also in May, the nationwide unemployment rate for the 55.1 million college-educated adults 25 and over was just 2.1%, or roughly half the average for the workforce as a whole.

The bottom-line significance of this data is that employers across the country typically have more difficulty finding a qualified college-educated person to fill a position than a college-educated person has finding a good job.

Of course, not everyone who holds a bachelor’s degree and is in the workforce is doing well economically. But generally speaking there is still a “seller’s market” for college-educated labor in America today.

Furthermore, many businesses that sustain large numbers of jobs for people with associate’s degrees, high school diplomas, or less education also require a substantial number of college-educated people to operate efficiently.

Therefore, the rate at which a state is gaining college-educated people, relative to the national average, is in itself a good indication of how successful the state is in creating and retaining good jobs.

According to this important criterion, states that still lack Right to Work protections for employees are performing quite poorly.

Forty-seven states were either Right to Work or forced-unionism for the entire



Data from the U.S. Census Bureau show that, overall, states where forced union dues are permitted are failing to offer appealing economic opportunities to retain and attract college-educated, working-age adults.

period from 2009 to 2015.

Lower Cost of Living Benefits People of All Educational Backgrounds

Among these states, all of the five with the lowest percentage gains in working-age, college-educated population over that period -- Rhode Island, New Mexico, Vermont, New Hampshire and New York -- are forced-dues states. Eleven of the twelve bottom-ranking states are forced-dues states.

On the other hand, the seven states with the highest percentage growth in their college-educated populations, aged 25-64, from 2009 through 2015 are North Dakota, Wyoming, Texas, Utah, North Carolina, South Carolina and Virginia.

These states are located in the Southeastern, Southwestern, Plains and Rocky Mountains regions of America. And they are culturally as well as regionally diverse.

What these states have in common is that they all have on the books Right to Work laws that make it illegal to force employees to join or pay dues or fees to an unwanted union as a condition of employment.

In the aggregate, from 2009 to 2015 the 25 states that still didn’t have Right to Work laws as of 2015 experienced only about two-thirds as great a gain in their

college-educated populations as did Right to Work states.

“The simple fact is, highly educated employees, like other employees, benefit from Right to Work laws,” said National Right to Work Committee Vice President Greg Mourad.

“Employees of all kinds prefer to live in Right to Work states when they can because living costs are lower and real incomes are higher.”

Forced-Unionism States Seeking a ‘Brain Gain’ Should Protect Right to Work

Mr. Mourad cited a recent analysis by City University of New York professor Mitchell Langbert.

Dr. Langbert found that, after controlling for other kinds of deregulation, workforce education, and other factors, cost-of-living-adjusted annual wages per employee are on average nearly \$4300 higher in Right to Work states than in forced-unionism states.

(For more information, see page eight of this Newsletter edition.)

Mr. Mourad concluded: “Dr. Langbert’s analysis reinforces what the Census data already show: Forced-unionism states seeking a ‘brain gain’ should pass Right to Work laws. Policymakers in the 22 states that still lack Right to Work protections for employees should pay heed.” 📌

Union Dons Back ‘Ghost’ Workers Over Real Ones?

Hefty Paychecks Distributed to ‘Employees’ Who Didn’t Earn Them

For half a century, Evan Cotten has worked as a longshore clerk on the docks of Port Tampa Bay in Florida. And he is a longtime dues-paying union member.

Last November, Mr. Cotten was elected to serve as a trustee for the joint pension fund that covers longshoremen under the monopoly control of Local 1402 of the International Longshoremen’s Association, along with members of his own clerk and checkers union.

Once he gained access to ILA payroll records as a pension trustee, Mr. Cotten quickly realized, as he has since told reporters, that there are multiple “ghost workers” listed on the ILA payroll as stevedores who get paid for jobs they don’t actually perform.

‘No Way They Could Be on the Dock and I Don’t See Them’

After being surprised and puzzled late last year to see a “number of longshoremen names on payroll rosters that he didn’t know,” Mr. Cotten began “asking other union members if they knew the workers,” according to a June 5 news story for WFLA-TV, an NBC affiliate in Tampa, Fla.

It turned out no one on the docks could recognize the names of their supposed fellow employees. Workers like Charles Gibson, a longshoreman since 1975, concluded the employees are fraudulent. “No way they could be on the dock and I don’t see them, not for that many hours,” Mr. Gibson told WFLA investigative reporter Mark Douglas.

Among the “ghost workers” exposed by Mr. Cotten with rank-and-file ILA members’ assistance was Felix Santoya.

As the Tampa Bay *Times* reported June 7, Mr. Santoya supposedly worked “726 hours as a longshoreman at Port Tampa Bay in 2016, enough to qualify for holiday pay, pension and to advance his seniority.” But Local 1402 members say they’ve never seen nor heard of him.

Corruption ‘Hurts Me as Well as the Rest of the Men’

Mr. Cotten charges that, in addition to Mr. Santoya, he identified roughly 10 other “ghost workers” on the Local



CREDIT: WFLA-TV (NBC) - TAMPA, FLA.

According to pension trustee Evan Cotten, top bosses of the ILA Local 1402 union took no noticeable action regarding his complaints about paychecks going out to fake employees for months. Finally, he went to the media.

1402 payroll. Some had been paid for thousands of hours accumulated over the course of up to five years.

Longshoreman Danny Riley expressed his outrage to Mr. Douglas: “The fraud and the corruption, the mismanagement, this hurts me as well as the rest of the men.”

National Right to Work Committee Vice President Matthew Leen commented that wasteful and very likely criminal diversion of employee compensation into pay and benefits for “ghost” employees is far from the only example of dereliction of duty by the Local 1402 hierarchy.

‘Monopolistic Unionism And Corruption Go Hand in Hand’

“The union pension plan is woefully underfunded, and administrative expenditures are out of control,” said Mr. Leen.

“In 2010, for instance, pension administrative expenses were nearly \$510,000, while employer contributions were just a little over \$393,000!”

Mr. Leen added that, even in Right to

Work states like Florida, federal labor law fosters Big Labor corruption by handing union officials inordinate power over the individual employee.

“The federal National Labor Relations Act and Railway Labor Act grant union bosses monopoly power to negotiate with private sector employers over how employees are managed and compensated in all 50 states,” said Mr. Leen.

“State lawmakers have no say in this policy, and can’t do anything about it.

“As a consequence of union monopoly bargaining, employees like the stevedores at Port Tampa are almost completely dependent on union officials for their job security and pay increases.

“Recognizing that they have to rely on union bosses to defend their interests, regardless of how well they think Big Labor does the job, a sizeable majority of unionized employees in Florida opt to join and pay dues.

“No one should be surprised, then, if union chiefs like Local 1402 President James Harrell think they can get away with schemes that hurt workers without greatly diminishing the flow of dues into their coffers. Monopolistic unionism and corruption go hand in hand.”

Monopolistic Unionism Disrupts U.S. Air Traffic

Action Needed to Protect Workers, Air Travelers and Businesses

U.S. business analysts and many international travelers who have compared domestic air-traffic control (ATC) with the systems of other wealthy countries agree the U.S. desperately needs to modernize its management of the flow of air traffic.

Modernization requires transitioning ATC from the current, antiquated radar-based system with radio communication to a satellite-based one with digital communication.

Better technology will make it possible for planes to fly closer together safely, take more direct routes, and avoid landing delays. A genuine privatization of ATC could reap huge savings for taxpayers and air travelers.

Unfortunately, unless it is amended, a proposal that is now before Congress could potentially make things worse by expanding the monopoly privileges of National Air Traffic Controllers Association (NATCA) union bosses.

'Binding Arbitration' Would Make Regime Even More Anti-Passenger

H.R.2997, the so-called "21st Century Aviation Innovation, Reform and Reauthorization Act," was introduced on June 22 by Rep. Bill Shuster (R-Pa.).

H.R.2997 would spin off ATC, now part of the Federal Aviation Administration (FAA), into a congressionally chartered, nonprofit entity known as the "American Air Navigation Services Corporation" (AANSC).

Unfortunately, H.R.2997 explicitly provides that the NATCA union hierarchy will continue for the foreseeable future "as the exclusive representative" of AANSC employees on matters related to their pay,



CREDIT: IFATCA.ORG

Former NATCA union chief John Carr: "[W]e should all pick up our pay checks with a mask and a gun."

benefits, and work rules.

The so-called "privatization" would thus leave in place a 1996 law through which then-President Bill Clinton and an out-to-lunch GOP Congress dramatically expanded the scope of NATCA bosses' monopoly-bargaining privileges.

Two years later, NATCA chiefs exploited this new power to secure, at taxpayers' expense, the most lavish pensions and benefits in the world, while perpetuating inflexible controller scheduling, other inefficient work rules, and red tape.

After the FAA caved into NATCA bosses' demands in 2004, then-union head John Carr dared to boast that the deal was "such thievery we should all pick up our pay checks with a mask and a gun."

Incredibly, H.R.2997 would render the 1996 monopoly-bargaining scheme

even more anti-air passenger by requiring "binding arbitration" in the case of an impasse in negotiations.

That would give the final say regarding union boss compensation demands and work rules to career arbitrators, who have an established propensity to side with Big Labor, instead of a presidential appointee who is accountable to the public.

Union Boss Business Would Continue to Be Done on The Air Passenger's Dime

Another special privilege that H.R.2997 would entrench is wasteful "official time."

This is contract language authorizing current FAA and future AANSC employees who are union officers to do union business on the dime of air travelers.

According to a 2016 analysis by Diana Furchtgott-Roth, former chief economist with the U.S. Labor Department and now a senior fellow with the Manhattan Institute, in 2012, "19 air traffic controllers, 18 of whom earned six-figure salaries, were on full time official time [i.e., union work]."

"Simply removing the 'official time' provisions in the NATCA boss-negotiated contract would save air travelers over \$3 million annually, but H.R.2997 would make that impossible for years to come," noted Mary King, vice president of the National Right to Work Committee.

"Yet another illustration of how this legislation, as drafted, is biased is that it would let NATCA and pilots' union bosses handpick two members of the AANSC board of directors, effectively positioning union bosses on both sides of the bargaining table," continued Ms. King.

H.R.2997 has already been rubber-stamped in committee and could come up for a floor vote soon after this Newsletter goes to press.

The Committee has already contacted House members and asked them to consider and vote for pro-Right to Work floor amendments to this legislation.

Ms. King promised that she and other Committee leaders are ready to mobilize massive public support to ensure the Committee's proposed amendments get a fair hearing.

In the meantime, she asked Right to Work members to contact their elected officials through the congressional switchboard, 202-224-3121 or 202-225-3121, to insist that H.R.2997's labor policy-related flaws be eliminated. 📞

NATIONAL RIGHT TO WORK NEWSLETTER

www.nrtwc.org

August 2017

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Legislative Reversal of NLRB Power Grabs Needed

Obama Appointees' Radical Labor-Law Rewrites Keep Hurting Workers

The National Right to Work Committee is supporting and lobbying for passage of two U.S. House bills and one U.S. Senate measure intended to rescind new special privileges granted to Big Labor bosses by union-label former President Barack Obama's radical workplace-policy appointees.

One House measure, the Employee Privacy Protection Act (H.R.2775), is sponsored by pro-Right to Work Congressman Joe Wilson (R-S.C.).

H.R.2775 would overturn an Obama-era rule that requires employers facing unionization campaigns to turn over to union organizers multiple forms of contact information for all employees, even employees who explicitly object to having their personal information fall into Big Labor's hands.

The second House measure, the Workforce Democracy and Fairness Act (H.R.2776), is sponsored by Michigan Republican Tim Walberg.

December 2014 NLRB Edict Undermined Employees' Ability To Resist Unionization

H.R.2776 would undo a December 2014 National Labor Relations Board (NLRB) edict that shortened the time between notification of workers that a unionization vote would be held and the

actual ballot to as little as 11 days.

One obvious effect of this edict is to deny employees opposed to unionization sufficient time to make their case to their fellow workers.

Right to Work President Mark Mix explained: "During a union certification drive, it can take some time for employees to decide if they want to campaign against unionization, how to do it, and what to say to their coworkers.

"By giving such employees two weeks or less between the time they learn an election will occur and the conduct of the election, the Obama NLRB, in effect, sharply curtailed their ability to speak out against unionization."

'The Provisions in These Bills . . . Would Serve as a Step in the Right Direction'

On June 28, Mr. Mix wrote to every member of Congress to urge that they support H.R.2775 and H.R.2776, as well as S.1350, a Senate measure incorporating the provisions of both the House bills.

He pointed out that this summer, despite the fact that Barack Obama left office months ago, his NLRB appointees are continuing to force employers to hand over to union bosses "extensive private information from their employees . . ."

Home addresses, phone numbers,

email addresses, and work schedules may all be used "to harass and intimidate workers."

But H.R.2775 would protect employees' privacy by "allowing every individual worker to decide which single form of contact information can be provided to union organizers."

Of course, the ultimate aim of labor-law reform should be to allow workers as individuals to decide whether or not to join or be represented at the bargaining table by a union.

However, H.R.2775, H.R. 2776 and S.1350 are a good start. "[T]he provisions in these bills . . . would serve as a step in the right direction . . .," wrote Mr. Mix.

Of course, with avowed forced-unionism opponents Donald Trump and Mike Pence in the White House, freedom-loving Americans have ample reason to hope a majority of the five NLRB seats will soon be held by pro-Right to Work members.

In late June, shortly before this Newsletter edition went to press, the President nominated Bill Emanuel and Marvin Kaplan, two attorneys with promising track records on Right to Work-related issues, for the two current vacancies on the board.

Legislation a More Durable Remedy Than NLRB Reversal Of Obama-Era Decisions

But as this issue goes to press, no Senate floor time has yet been set aside for consideration of the Emanuel and Kaplan nominations.

And even once Mr. Emanuel and Mr. Kaplan are confirmed and seated on the board, it will take additional months or even years for the NLRB to have the opportunity to undo the radical "ambush election" regulations imposed by the Obama NLRB.

"Independent-minded workers whose privacy is now being trampled shouldn't have to wait for a sea change at the NLRB to get relief when Congress has the authority to furnish it promptly," said Mr. Mix.

He added that a second advantage of a legislative remedy is that it will be more durable than a bureaucratic reversal of the Obama NLRB. The latter could simply be reversed again the next time Big Labor captures the presidency. 📌



CREDIT: U.S. SENATE HELP COMMITTEE

Despite the fact that Barack Obama left office months ago, Obama NLRB appointees like Mark Pearce (pictured) are continuing to force employers to hand over to union bosses extensive private information from their employees.

More Freedom, Higher Pay

Continued from page 8

the interests of all kinds of employees, rather than just those of the collectivist-minded.

“But in forced-unionism states, Big Labor can aggressively undermine the interests of the most productive employees, without fear of any major loss of dues revenue from the employees who are hurt.

“It’s only to be expected that wages in general will be lower in jurisdictions where vast numbers of employers can’t reward employees in a way that maximizes the value of the enterprise. The only question is, by how much?”

Regression Analysis Used to Distinguish Impact of Right To Work, Other Variables

To answer that question and sort out the impact of “competing explanatory variables” on incomes in Right to Work and forced-unionism states, Dr. Langbert used a technique known as “multiple regression analysis.”

As he pointed out, there are several significant demographic differences between Right to Work states as a group and forced-unionism states as a group,

and there are also policy differences other than voluntary vs. compulsory union membership.

In his regression analysis, he included “state-level measures for exports of manufactured goods per capita, overall state population, the population of the largest city, labor market freedom not counting [Right to Work] laws (as measured by the Cato Institute), and the presence of a [Right to Work] law.”

He also included special controls for the unique characteristics of two forced-unionism states, California and New York -- and one Right to Work state, Virginia.

Among the variables selected by Dr. Langbert, only the presence/absence of a Right to Work law and the percentage of 25-44 year-olds with at least a bachelor’s degree education had a statistically significant impact on annual wages.

Restoring Employees’ Personal Freedom Is Primary Purpose Of Right to Work Legislation

While Right to Work states generally have less labor regulation across-the-board than do compulsory-unionism states, “[o]ther kinds of labor deregulation



CREDIT: CITY UNIVERSITY OF NEW YORK

Management professor Mitchell Langbert: Right to Work laws boost annual employee pay by nearly \$4300.

are not as important as [Right to Work laws] in improving per capita disposable income.”

“There is no half-way plausible economic or moral justification for keeping on the books any federal or state laws that authorize the firing of employees for refusal to pay dues or fees to an unwanted union,” said Mr. Mix.

“Responsible elected officials should be fighting for repeal of all such forced-unionism laws.

“Passage of national Right to Work legislation [H.R.785 and S.545] would be a major step in the right direction.”

H.R.785 and S.545, introduced in the U.S. House by Reps. Steve King (R-Iowa) and Joe Wilson (R-S.C.) and in the Senate by Sen. Rand Paul (R-Ky.), would eliminate all the provisions in the NLRA and the federal Railway Labor Act that authorize forced union dues and fees as a job condition.

“When forced-dues repeal becomes law, private-sector employees in all 50 states will have the freedom to choose as individuals whether or not to join or pay dues to a union, without facing job loss as a consequence of their decision,” Mr. Mix explained.

“Restoring the personal freedom of millions of American employees is the direct and primary purpose of H.R.785 and S.545.

“To do this, it isn’t necessary to add one word to federal law.

“And not just cost of living-adjusted income data, but also an array of other major economic measures of prosperity and growth, indicate that enactment of King-Wilson-Paul would benefit employees economically even as it expanded their personal freedom.”



CREDIT: (NEW ORLEANS) TIMES-PICAYUNE/ELDON PLETCHER, ADAPTED BY NRTWC

In forced-dues states, employees who get paid less as a consequence of union monopoly bargaining are barred from fighting back by cutting off all financial support through resignation from the organization.

Analysis Shows Right to Work Raises Employee Pay *'Other Kinds of Labor Deregulation Are Not as Important'*

One major omission from most academic research on income differences between Right to Work states and forced-unionism states, notes City University of New York (CUNY) professor Mitchell Langbert, is “an adjustment for state or local differences in cost of living.”

Recent research by this associate professor of business management at CUNY’s Brooklyn College underscores the significance of that omission.

An analysis posted in May by Dr. Langbert on his website shows that 2016 disposable income per capita in Right to Work states was \$2310 higher than in forced-unionism states, after adjusting for interstate differences in the cost of living.

(To make this adjustment, he applied the Missouri Economic Research and Information Center annual interstate cost-of-living index without weighting the data for state population size.)

Dr. Langbert didn’t stop there. He wanted to dig deeper to gauge how significant Right to Work laws are,

compared to other public policies, in raising Americans’ cost of living-adjusted pay.

Not Surprising Right to Work Is Associated With Higher Real Employee Pay

He determined that the annual Right to Work boost for real wages is \$4290 per employee, after controlling for other kinds of deregulation, workforce education and other factors.

National Right to Work Committee President Mark Mix commented that no one should be surprised by this finding.

“The National Labor Relations Act and other federal statutes governing the workplace, and state statutes that are based on the NLRA, authorize union bosses, under certain conditions, to act as employees’ monopoly-bargaining agents,” said Mr. Mix.

“This means the individual employee is stripped of the freedom to deal with the

employer directly on matters concerning his or her pay and benefits and work rules.

“Union officials exclusively have the legal power to negotiate with business owners or managers regarding terms and conditions of employment.

“And in practice, Big Labor routinely wields this power to advance its own interests at the expense of a wide array of employees, particularly the most hard-working and talented employees.”

Union Dons Have ‘Substantial Latitude’ to Undercut ‘Some Employees’ Economically

Mr. Mix added that even dyed-in-the-wool proponents of compulsory unionism have at times admitted that Big Labor monopoly bargaining routinely benefits some workers at the expense of others.

For example, in a late 2015 legal brief urging the U.S. Supreme Court to continue allowing the extraction of compulsory union dues and fees from employees in the government sector, then-California Attorney General Kamala Harris (now a U.S. senator) admitted:

Union officials “do have substantial latitude to advance bargaining positions that . . . run counter to the economic interests of some employees.”

Mr. Mix commented: “Of course, when union bosses exploit their monopoly-bargaining privileges to prevent employers from rewarding employees appropriately for their extra efforts and/or their unusual talents, employees have far less incentive to work hard and acquire new skills.

“Over time, productivity suffers, and both the business’s profitability and compensation growth for all types of employees are negatively affected.”

Employees Who Are Hurt By Union Monopolists Kept From Fighting Back

Mr. Mix continued: “The problem is substantially mitigated in Right to Work states, where employees who get paid less as a consequence of union monopoly bargaining may fight back by resigning from the organization and cutting off all financial support.

“Union bosses in Right to Work states still have at least some incentive to defend



CREDIT: BOB CHAMBERLIN/LOS ANGELES TIMES

In 2015, then-California Attorney General Kamala Harris (now a Big Labor U.S. senator) admitted: Union officials “do have substantial latitude to advance bargaining positions that . . . run counter to the economic interests of some employees.”

See *Higher Pay* page 7