



## National Right to Work Committee

# Issue Brief

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### A COALITION OF EMPLOYEES AND EMPLOYERS

119<sup>th</sup> Congress

## The National Right to Work Act

The National Right to Work Act is a simple bill with one purpose: To give individual workers the freedom to decide for themselves whether or not a labor union deserves their financial support, as they can for any other private organization.

### Right to Work

- Compulsory union dues are actually only half of a two-pronged attack on employee freedom that was created in federal law during the Great Depression. Under current law, unions can first strip workers of the right to represent themselves through monopoly bargaining or “exclusive representation,” and then force those workers to pay for the union’s “services” through forced dues.
- Since passage of section 14(b) of the Taft-Hartley Act in 1947, states have at least had the ability to “opt out” of the federal provisions authorizing compulsory union dues by passing a state Right to Work law. Such laws are an important first step, but cannot go far enough.
- Without Right to Work protections, workers can be fired simply for refusal to fork over forced union dues or fees as a condition of employment.
- The National Right to Work Act would solve the forced-dues issue at the source, and it would do so without adding a single word to federal law. It would simply repeal existing provisions in the National Labor Relations Act (NLRA) and Railway Labor Act (RLA) that authorize the firing of workers for refusal to pay compulsory union dues or fees.

### Economic Impact

- From 2013 to 2023, employment grew 16.0% in Right to Work states, compared to just 8.3% in forced-unionism states.
- Per capita disposable incomes are \$2,900 higher in Right to Work states after adjusting for the cost of living.
- Business relocation firms have reported that approximately half of all businesses will immediately rule out any state without Right to Work protections when seeking to relocate or expand.

### Political Impact

- Big Labor is estimated to spend well over \$2 billion on federal politics and lobbying every election cycle. Workers are forced to bankroll -- with union-dues money extracted out of their own paycheck -- Big Labor’s efforts to fill the White House, the House and the Senate with pro-forced-dues politicians.
- The American people overwhelmingly support Right to Work; the issue consistently polls positively between 75 and 90 percent, including a recent SurveyUSA poll at 87%.