



## International Association of Machinists & Aerospace Workers

---

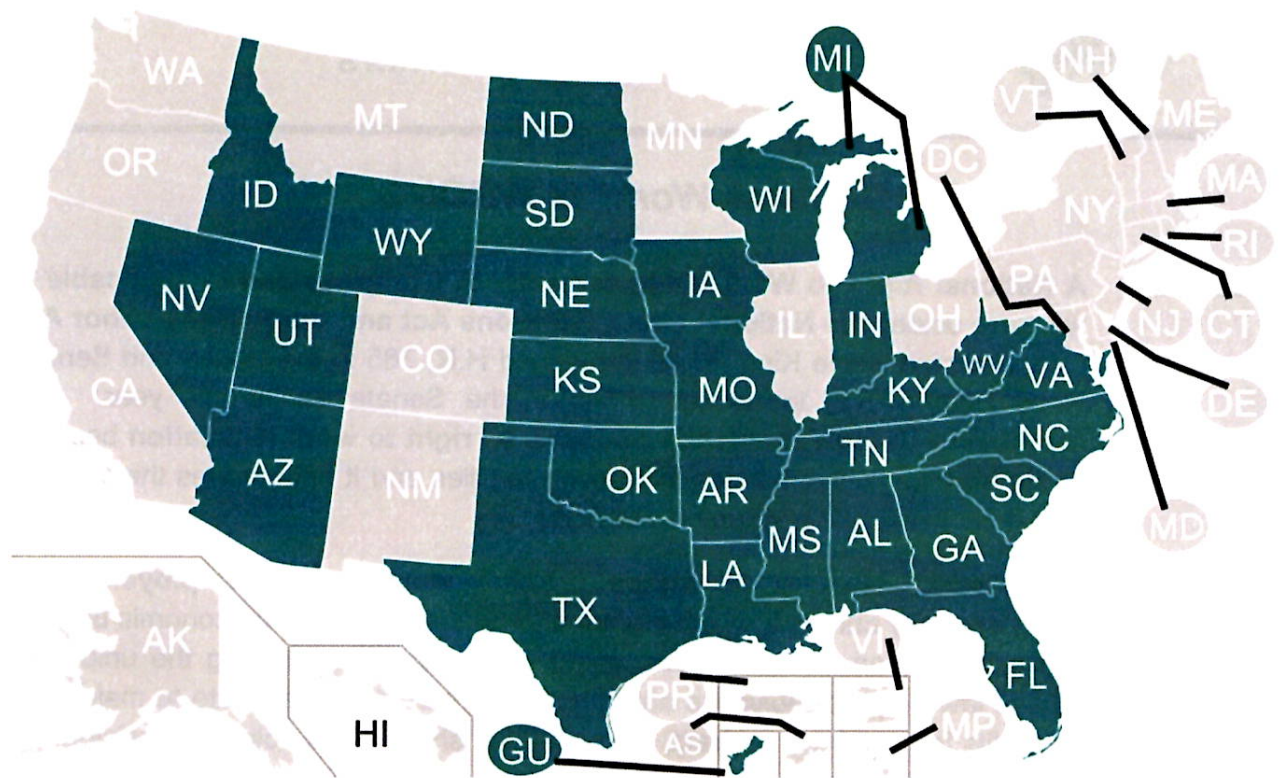
### ***“Right to Work” is WRONG***

Position: **A National Right to Work bill is currently in Congress and is applicable to workers under the National Labor Relations Act and the Railway Labor Act.** Congressman Steve King (R-IA) introduced H.R. 785 in the House and Senator Rand Paul (R-KY) introduced S.545 in the Senate earlier this year. **The Machinists Union vehemently opposes all right to work legislation** because of the harmful consequences to working families and it deteriorates the rights of American workers – both union and nonunion.

**Today, “right to work” laws in 28 states prohibit workers and employers from negotiating union security clauses,** which ensure all workers who receive economic benefits and rights at work from union representation, share the costs of maintaining the union. In states without these laws, private business and employees can freely negotiate to make sure everyone who benefits from a union contract, pays their fair share of the costs of obtaining and protecting those benefits.

**A recent Pew survey shows that 60% of Americans—an overwhelming majority—support unions.** Once a majority of workers opts for union representation, federal law requires the union to represent all workers fairly, whether or not they are members. Yet federal law also guarantees workers in every state the choice not to be members of the union that represents them. In 22 states, workers and employers are free to negotiate union security clauses, which require nonmembers to pay agency fees to cover their fair share of the costs of union representation, though not the costs of the union’s political, legislative, social and charitable activities. The remaining 28 states, mostly in the south, southeast and central part of the country have exercised their option under federal law to enact laws that prohibit workers and employers from negotiating union security clauses, thereby allowing free-rider nonmembers to avoid paying their fair share of the costs of union representation.

**“Right to work” provides neither rights nor work.** Despite their misleading name, “right to work” laws do not guarantee anyone a job, and they do not protect workers against unfair firing. These laws only weaken collective bargaining rights and limit workers’ freedom to demand respect, fair pay and safety on the job. While promoted under the guise of a job creation agenda and worker-friendly rhetoric, these laws are about silencing the voices of working families in our democracy.



Right-to-work states are shown in turquoise.

---

Description: English: A map of the United States highlighting states with right-to-work legislation.  
Date: 11 December 2012  
Source: File:Right to work.svg  
Author: Scott5114, Wikipedia / Updated April 20, 2017