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## TEAMSTERS JOINT COUNCIL 40 REPORT OF LEGAL COUNSEL JANUARY 15, 2014

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### Will PA Go Right To Work (For Less)?

As you all know, in December of 2012 Michigan became the nation's 24<sup>th</sup> state to pass Right to Work laws. Right to work laws—appropriately called Right to Work (For Less) by those who understand the impact—are a large blow to unions in the states in which they are passed. What you might not know is that Pennsylvania is poised to become the 25<sup>th</sup> state to pass Right to Work laws unless we all do our part to stop it.

Right to Work laws are cleverly named, but their intent and goal are anything but friendly to labor. No American worker can be forced to join a union. But, as you know, most unions negotiate contracts that require all workers to pay dues to the union for representation. The basic gist of Right to Work laws is this: they make contracts requiring the payment of union dues illegal. This means that workers in a business that is organized can benefit from the terms of a union contract without paying dues—this is known as a free rider. Under federal law, unions must represent all workers covered by a contract whether they pay the dues or not. Right to Work legislation has been used to union bust for decades.

### **How?**

House Bill 1507 is in the Pennsylvania House of Representatives right now. House Bill 1507 is what professional union busters call a “Paycheck Protection Act.” Essentially the bill purports to save the taxpayers money by removing the government from the role of collecting money used for political purposes. Ironically, Pennsylvania has said that it does not cost the state to deduct union dues from employees’ paychecks. If passed, this legislation would force unions to spend resources to collect union dues and make it extremely difficult to collect the fair share fees that non-members must pay to cover their union representation. Full blown Right to Work legislation has come to Michigan, Indiana, and others in the same way it comes to Pennsylvania now by a Paycheck Protection Act. Unions members and their allies need to be both fast and bold in their response to this threat.

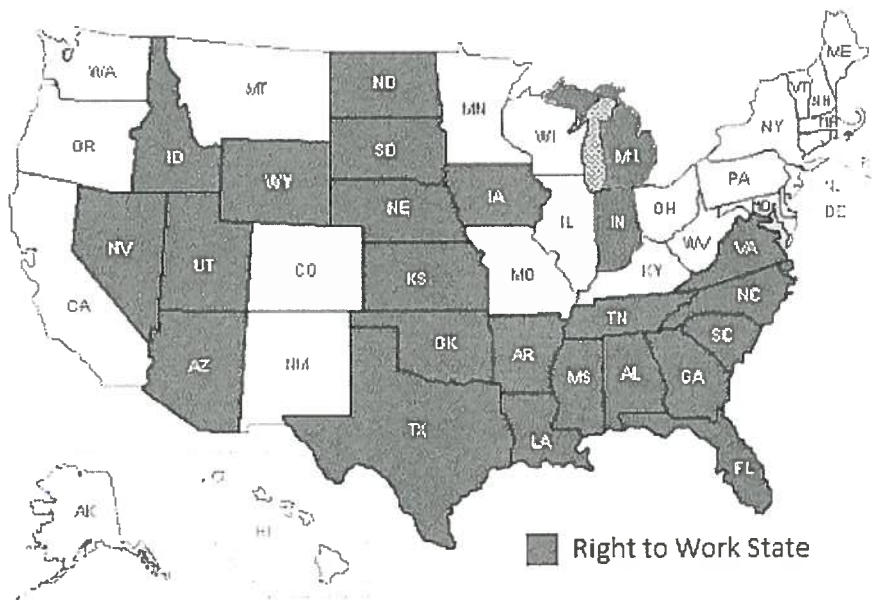
At a minimum, we should all be contacting our elected representatives. We should also educate our family, friends, and neighbors so that they can contact their representatives as well.



## Who?

The American Legislative Exchange Council (ALEC) and its rich allies like the Koch Brothers are responsible for bringing this legislation to PA. ALEC is a national network that brings state and national legislators together with the country's largest corporations like Wal-Mart, Coca-Cola, and Koch Industries. ALEC provides right wing model legislation that is approved by large corporate interests. ALEC is responsible for Right to Work legislation, Stand Your Ground laws, Privatization laws, Voter ID laws, and many others across the country.

The Paycheck Protection Bill that is House Bill 1507 is based on one of ALEC's models just as Michigan and Indiana were before Pennsylvania. Obviously Right to Work legislation being passed would be a huge blow to organized labor. We all need to mobilize and ensure that it is not passed. Below is a map of the Right to Work states—let's all do our part to make sure that Pennsylvania does not become one of those dark states.



**RESPECTFULLY SUBMITTED,  
JUBELIRER, PASS & INTRIERI, P.C.**