

## **Right-To-Work**

### Talking Points

#### What is RTW?

RTW law states that employees do not have to join the union but the union must provide equal benefits to all employees.

Agency fee provisions in contracts allow for those who do not wish to be a member but they agree to pay their fair share to negotiate and administer the contract.

#### RTW is Bad for Education.

RTW weakens the union's power in a number of ways. Collective bargaining, contract protections and political action to enhance the health, working conditions of the worker and ultimately improve the learning environment for all students.

RTW states spend \$2,260 less per student in Pre-K-12 schools.

Wages and salaries are lower in RTW states. Lower spending power impedes community growth.

Low wages and salaries do not attract, nor keep the best teachers, lecturers, instructors; the best paraprofessionals, secretaries, custodians or engineers, to name a few of the many skilled public education positions.

Low wages and salaries do not encourage people to work and stay in the community in which they live.

Michigan has some of the finest community colleges and universities in the country only because professional educators can make a reasonable living.

RTW will not help Michigan's economy any more than it will help your community. Lower salaries and wages do not encourage growth. Higher wages mean greater spending capabilities. Union members negotiated fair salaries and wages the impact society as a whole.

RTW states have a considerably higher number of people mired in poverty. 13.4% in RTW states verses 12.3% in Michigan.

RTW states have a higher percentage of the population without health insurance. 16.1% in RTW states verses 11.6% in Michigan.

Remember too, if it were not for strong unions, we would not have child labor and worker safety laws. There would be no safeguards against wage and benefit discrimination; no Family Medical Leave Act; no Fair Labor Standards Act which established a minimum wage and time and a half overtime. And the big one – unions protect workers' rights.

