

# Right to Work State Laws

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**Abstract**—This paper will discuss the Right to Work laws and their impacts on individuals who may join a union.

## 1 INTRODUCTION

Right to Work laws are defined by the National Right to Work Legal Defense Foundation as the right of every citizen to work without being forced to join a union. Every individual must have the right to choose whether to join a labor union or not, which has been protected by the National Right to Work Committee. The National Right to Work Legal Defense Foundation assists employees who are offended because of their assertion. (National Right to Work Legal Defense Foundation, 2016)

Furthermore, the Right to Work laws prohibit union security contracts, or promises between unions and employers that govern the degree to which an established union can make the employee's membership, and the payment of union dues mandatory, either before or after hiring. Providing a guarantee of employment to work seekers is not the goal of Right to Work laws, but rather are a government regulation of the contractual agreements between employers and unions that prevents them from discounting union free employees. (Baird, 1998)

However, Right to Work laws do not protect employees who work in the railway or airline industries, and employees who work in a federal enclave may not be protected, as well. Moreover, the Right to Work laws do not forbid restrictions on when a dues deduction authorization card can be cancelled. The National Right to Work Legal Defense Foundation constantly urges employees to cautiously read the fine print before signing such a card. (National Right to Work Legal Defense Foundation)

In the United States, twenty-five states carry the Right to Work laws. The majority of these states are located in the

southern and western part of the country. In states that do not apply Right to Work laws, when the employees pay the dues of the workplace bargaining, they can refuse to join the union, but this only applies for those who have a union contract. On the other hand, states with Right to Work laws command union contracts to cover all employees, not only the workers who are members of the union. (Unions Right to Work Laws, 2016)

## 2 RIGHT TO WORK LAWS EFFECTS ON JOINING A UNION

Right to Work laws have a noteworthy impact on an individual who wishes to join a union. Pro-union states authorize unions to accomplish their individuals' needs. Accordingly, Right to Work laws can totally change the objectives that the individual tries to accomplish when joining a union in employment security, benefits, and wages, for example.

Right to Work states prevent unions and businesses from compelling their employees to join a union or pay union fees as a process of employment. Consequently, the individual, who is about to join a union, has a high percentage of reconsidering his or her decision as the unions are not authorized to force the organization to enhance work conditions for their representatives. (Jennifer, n.d)

On the other hand, Right to Work laws play different roles with an individual who wishes not to join a union. The union rules vary from state to state and from segment to segment, meaning is that these rules might benefit or harm the employees in a few conditions. Numerous employees would prefer not to join a union, yet they must choose between limited options. As a result, when Right to Work laws had passed, it provided the employees numerous advantages. One of the preferences is that Right to Work laws give the employees the choice to join or to not join a union.

A few unions make the enrollment for their employees obligatory, and they will have no way out to disregard it. However, the Right to Work laws close this procedure, and it gives the employees the right to be unionized without paying the fees.

Finally, Right to Work laws protect the employee's' privileges, and they have created from a democracy environment in the workplace. The employees who are not enrolled in a union have the right to negotiate their union contract with the company. In states with Right to Work laws, the employee, who refused to be a union member before signing the contract, this could affect the funds of the union.

## REFERENCES

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