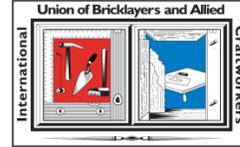


***International Union
of Bricklayers
and Allied Craftworkers***



Right to Work (Free Rider) Laws

So-called Right-to-Work laws allow free riders to get all the benefits of being a member of a union without paying their fair share of the costs of representation. Under federal labor law, unions have the duty to fairly represent all workers covered by a contract. However, no one can be forced to join a union or to pay fees not directly related to the cost of representing them.

Unions engage in collective bargaining to improve the wages and benefits of workers, and help set up grievance procedures to address issues that arise in the workplace. Unions also provide training and other services to its members.

Key Points:

- According to data from the Bureau of Labor Statistics, the rate of workplace deaths is 49% higher in Right-to-Work states.
- On average, workers in states with Right-to-Work laws earn \$6,109 (12.1%) a year less than workers in other states (\$44,401, compared with \$50,511).
- Approximately 79% of union workers participate in job-provided health insurance, compared with 49% of non-union workers. And 75% of union workers participate in guaranteed (defined-benefit) retirement plans, compared with just 15% of non-union workers.
- Poverty rates are higher in states with Right-to-Work laws, (15.3% overall and 21.4% for children), compared with poverty rates of 12.8% overall and 18% for children in states without Right-to-Work laws.

Working people and the middle class drive our economy, but too many still struggle. Right to Work laws distract from what working and middle class families deserve. Workers deserve real rights and real freedom and a voice on the job.

These laws only weaken workers' freedom to bargain for respect, fair pay and safety on the job. They tilt the balance even more toward big corporations and further rig the system at the expense of working families.

We respectfully ask for your support and protect working families and the middle class from harmful legislation like the **National Right-to-Work Act – H.R. 785**.