

## **Right-to-Work (For Less) Laws**

### **A \$5,000-plus Pay Cut that the Workers Who Build America Cannot Afford**

*A cornerstone of the anti-worker agenda in states across the U.S., so-called “right-to-work” laws lower living standards for everyone and weaken employer-employee cooperation.*

**So-called right-to-work laws cost working families thousands of dollars in pay a year, weaken health care and retirement plans, and drive down overall living standards in communities.**

- By weakening the voice of workers and their ability to negotiate through their unions, so-called right-to-work laws drive down wages – on average by \$5,333 a year, according to a U.S. Department of Labor comparison of pay for workers in right-to-work states versus those in free-bargaining states.
- Benefits also suffer: in right-to-work states, 21 percent more people lack health insurance, according to Census Bureau data.
- So-called right-to-work laws can have deadly results. Their impact on safety, training and other protections is clear, and the rate of workplace deaths is 51 percent higher in right-to-work states. Workers in those states who are injured on the job also lose out on workers’ compensation.

**Right-to-work-for-less laws take from the pockets of all working people and fall hardest on women and minorities.**

- Latino union members earn \$45 more each week than nonunion Latinos, while unionized African Americans earn 30 percent more each week than those not in a union. On average, women in labor unions earn \$149 each week more than their nonunion counterparts.
- Right-to-work laws undo the major gains unions have made in closing the gap between men’s and women’s pay. While the overall gender gap is 32 percent, it is only 5 percent among men and women who are in a union.

**So-called right-to-work laws aren’t just anti-worker. They also restrict the rights of unionized employers and threaten business and the overall economy.**

- These anti-worker laws curtail the rights of employers who prefer to negotiate with their employees’ union and they hurt those employers’ ability to compete based on quality, safety and productivity. Right-to-work-for-less laws make it easier for “low-road” companies to win out based on low-wage jobs with poor benefits.
- The higher wages that come with union membership result in more consumer spending that often goes to local companies. By weakening unions, right-to-work laws can weaken local economies as well.

*The members of LIUNA – the Laborers’ International Union of North America – are on the forefront of the construction industry, a powerhouse of workers who are proud to build America.*