

# SEPARATING THE MYTHS FROM FACTS ON VIRGINIA'S RIGHT-TO-WORK LAW



## Myth 1: Right-to-work laws prohibit union activity

**Right-to-work does NOT prohibit unions** from organizing rather they protect workers by making union dues and non-participation fees optional.

Virginia's right-to-work statute (§ 40.1-58) states: "It is hereby declared to be the public policy of Virginia that the **right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization.**"

## Myth 2: Workers aren't protected in right-to-work states

The National Labor Relations Act and other federal statutes **protect the rights of workers** and their **ability to unionize regardless of a state's right-to-work status.**

The Taft-Hartley Act allows states to protect workers' choice by allowing states to make **union participation optional without having to pay a fee for non-membership.**

## Myth 3: Virginia is the "Worst State for Workers"

Oxfam's ranking looks at only three areas that fail to comprehensively measure states' quality for people to work and live. They curiously include **the "Dillon Rule" as a policy that makes a state worse for workers.**

Virginia is one of the **BEST states in which to work and raise a family** - #1 in quality of life, #1 in education, #7 in median household income, 7th lowest unemployment rate, and 14th lowest poverty rate.

## Myth 4: Right-to-work states' economies under-perform

According to NERA Economic Consulting, right-to-work laws have a **positive impact on economic growth, employment, investment and innovation.**

Right-to-work states **do better** than non-right-to-work states in terms of personal income growth (39% compared to 26%) and employment growth (27% compared to 15%) when viewed overtime from 2001-2016.

## Myth 5: A state can be considered a "right-to-work" state if workers are forced to pay a fee for non-membership

False. One of the key safeguards of **right-to-work laws is that they protect workers from compulsory union membership dues or fees** for non-membership in the union. Without these protections, workers would be forced to pay unions, whether they agree with union activities such as lobbying and political advocacy or not.

Questions?

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