**Oppose SB426 – “Fair Share”**

**TOPICS TO DISCUSS:**

* **Bill Number:** **SB426 “FAIR SHARE” / AGENCY FEE**
  + **Position:** **Oppose**
  + **Description:** “Fair share,” also called an agency fee, would result in labor contracts which will require employees who don’t join the union to pay some portion of the union’s dues.

**TALKING POINTS TO COVER:**

* “Fair Share” would take away employee free choice in the workplace, cost Virginians jobs, and hurt our status as a business-friendly, job creating state
* Right-to-work does **not** prohibit unions from organizing in Virginia. However, right-to-work does mean that workers may work without being forced to join a union or pay the union dues or fees
* Virginia’s workers should have the freedom to choose whether they want to join a union or pay union dues and should **not be forced to do so as a condition of employment**
* The fair share law proposed would make Virginia right-to-work in name only. Coercing employees to either pay or join the union or lose their jobs undermines the intent of right-to-work
* Virginia's right-to-work law positively impacts the Commonwealth’s position in major business climate rankings that measure economic competitiveness like CNBC & Forbes
  + If this bill passes and we become a right-to-work state in name only, we will lose out of economic development opportunities and expansions that bring good high paying jobs to Virginia
  + We will lose our top position in these national rankings and it’s imperative that site selectors know that Virginia is open for business
* Personal incomes in right-to-work states grew by 39% while non-right-to-work states only grew by 26% (NERA study 2001-2006)
* 27 states currently have right-to-work laws