VIRGINIANS
FOR EMPLOYEE FREE CHOICE

"FAIR SHARE" UNDERMINES VIRGINIA'S RIGHT-TO-WORK LAW

"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

What is "Fair Share"?
"Fair share" is a misleading concept being pushed by big unions in Virginia to increase their revenue and influence in the workplace. The proposed legislation will permit collective bargaining agreements in Virginia that require unionized employers to fire their employees who don't join the union or pay its dues or fees.

Why does this undermine Virginia's Right-to-Work law?
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. It means an employee can't be fired simply for refusing to join the union or refusing to pay the union dues or fees.

"Fair Share," also called an agency fee, would result in labor contracts which will require employees who don't join the union to pay all or some portion of the union's dues. As a practical matter, most people who are forced to pay an organization will join that organization.

- ❖ What would the enforcement mechanism be for a "fair share" requirement?
    - ✓ The legislation proposed would require the employer to terminate the employee should they chose not to pay the "fair share" amount. <u>That is not Right-to-Work</u>.

How would "Fair Share" impact Virginia's Right-to-Work law?
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. This is tantamount to repealing Virginia's long-standing Right-to-Work law, and the first step to permitting public employee bargaining.

Employees should NOT be forced to join or pay a union as a condition of employment.