



MEMORANDUM

To: Members of the House Labor Committee
From: Andy Johnston, Sr. Vice President of Advocacy and Strategic Engagement
Grand Rapids Chamber
Date: March 8, 2023
Re: **Opposition to House Bills 4004 & 4005**

Members of the House Labor Committee:

Repealing Right-to-Work would NOT government workers, they would still be able to opt out of their union. **Repeal would only impact private union and therefore, economic development.**

The benefits of Right-to-Work have positively impacted all Michiganders. More jobs, higher pay, better benefit, a healthier state budget and stronger economic development.

Today, the majority of states have Right-to-Work Laws. Being a Right-to-Work state makes Michigan more competitive with neighboring states and nationally. It helps Michigan compete for development projects and new jobs.

- If a company is choosing between a site in a Right-to-Work state and another in a state without a law in place, that factor can positively influence the decision.

Right-to-Work is about freedom and personal choice. Right-to-Work is about the freedom of employees to decide whether to pay dues or other equivalent fees to labor unions as a condition of employment, even in workplaces covered by union contracts. It gives people a personal choice in how to spend their hard-earned wages.

This also makes unions more accountable and incentives them to deliver value to the workers they represent.

- Because a union in a Right-to-Work state must persuade individual workers to pay union dues, unions are more likely to on the needs of workers.
- While union officials argue that Right-to-Work laws allow for "free riders" to enjoy the benefits of union representation without shouldering the costs, this argument is based on the presumption that all workers gain equally under collective bargaining agreements.
- Given the responsibility that unions have as worker representatives, the lines of accountability between union and workers should be as firm as possible. Right-to-Work laws strengthen accountability by giving members a choice. In the process, it creates incentives for union officials to pay attention to the interests of all members.

We urge you to oppose House Bills 4004 and 4005. Thank you for your consideration. Please contact me at andy@grandrapids.org or 616.771.0335 with any questions.