



To: Honorable Members of the House Labor Committee
 From: Workplace Freedom Coalition
 Date: March 8, 2023
 Subject: Keep Right-to-Work in Michigan – Vote NO on HBs 4004-4005

We are writing to encourage you to continue to protect workers' freedom by voting "NO" on legislation to repeal Michigan's landmark Right-to-Work law.

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.

The benefits of Right-to-Work have positively impacted all Michiganders:

- **More jobs***: In the 9 years prior to Right-to-Work, Michigan's labor force was down 350,657, in the 9 years after Right-to-Work, Michigan's labor force is up 90,648.
- **Higher pay****: Inflation-adjusted average incomes rose just 0.6% in the nine years before Michigan's Right-to-Work law and grew 21.9% in the nine years following Michigan's Right-to-Work law.
- **Better benefits****: The average employee benefits package per worker is up 5% above inflation over the last 10 years.
- **Healthier state budget^**: The state budget, excluding federal revenue and the small amounts of local and private funding, was down 17.9% in the 10 years prior to Right-to-Work when adjusting for inflation. The inflation-adjusted budget was up 15.3% in the 10 years after passing Right-to-Work.
- **Stronger Economic Development**: A [Harvard study](#) found that the share of manufacturing employment was 28% higher in Right-to-Work states than the non-Right-to-Work states they bordered. Importantly, they also find that "wages and labor compensation do not appear to be lower on average."

Today, 28 states have Right-to-Work Laws (either by statutes or by constitutional provision). Being a Right-to-Work state makes Michigan more competitive with neighboring states and nationally. It helps Michigan compete for desperately need economic development projects and new jobs. Put simply, 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.

Please help keep Michigan a competitive state. Retaining Michigan as a Right-to-Work state is not just good policy, it is the right thing to do for the people of Michigan.

*Bureau of Labor Statistics

** US Bureau of Economic Analysis

^Senate Fiscal Agency