

Employees, Employers Like Right to Work States

Prohibiting Compulsory Unionism Improves Overall Job Climate

In today's American economy, with the nationwide pool of employees growing more slowly than it has in many years, employers seeking a site to start or expand a business have to try to locate, first and foremost, where the employees they need want to live.

And U.S. Census Bureau data show that, by a wide margin, young people who are building their careers in the early 21st Century prefer to live in the 22 states with Right to Work laws, which protect employees from being forced to join or pay dues or fees to an unwanted union as a condition of employment.

Between 1995 and 2005, the number of Right to Work state residents in the 25-34 age bracket increased by 8.6%, or roughly 1.2 million.

Meanwhile, the population aged 25-34 in non-Right to Work states fell by 7.7%, or just over two million.

(Oklahoma, which became a Right to Work state in 2001, is excluded from this calculation.)

Site-Location Professionals Put Right to Work States at Top For 'Business Climate'

Census Bureau data also show that the pool of college-educated potential employees of all ages is growing much

faster in Right to Work states than in non-Right to Work states. Between 2000 and 2006 alone, the number of college-educated adults (25+) grew by nearly a third more in Right to Work states.

No wonder, then, that an October survey by *Site Selection* magazine of corporate real estate executives who are involved in location decision-making for businesses turned out as it did.

These business-location specialists ranked "availability of desired workforce skills" as the most important factor in determining the recommendations they give to their clients.

And all of the top nine states the specialists chose for "business climate" -- Texas, North Carolina, Georgia, South Carolina, Florida, Tennessee, Alabama, Nevada, and Virginia -- have Right to Work laws on the books.

Studies Link Right to Work Laws to Higher Real Household Incomes

Young employees, both those who have college degrees and those who don't, prefer to live in Right to Work states when they can because living costs are lower and real incomes are higher.

A recent study by the National Institute for Labor Relations Research compared real household incomes in all

194 large counties for which the well-known Council for Community and Economic Research, also known as ACCRA, has compiled comparative income and cost-of-living data for 2004.

The 194 counties have a combined population of nearly 60 million households.

The Institute calculated that, when the number of households in each county is factored into the equation, the median cost of living-adjusted household income in Right to Work state counties in 2004 was \$46,135, compared to \$41,447 in counties in non-Right to Work states.

The Institute's findings largely replicated those of previous household income studies prepared by Dr. James T. Bennett, a professor for the Nobel Prize-winning Economics Department at George Mason University in Fairfax, Va.

One study by Dr. Bennett found that, in 1999, the adjusted mean income for households with two employed persons in Right to Work state metro areas was \$64,425, nearly \$1200 higher than the average of \$63,236 in non-Right to Work state metro areas.


The fact that real household incomes have over the years repeatedly been shown to be higher in Right to Work states than in non-Right to Work states is no coincidence.

Where forced dues are legal, union bosses use their power to disrupt labor markets, jack up costs, and bankroll Tax & Spend, regulation-happy state legislators and governors.

National Right to Work Law Would Spread Prosperity

"The economies of forced-dues states are bound to continue falling further and further behind as long as Congress perpetuates the coercive labor-law provisions that are holding them back," said Mark Mix, president of the National Right to Work Committee.

Fortunately, legislation that would strike all provisions currently authorizing forced union dues and fees from federal law, known as the National Right to Work Act, is now pending in the U.S. House and Senate as H.R.697 and S.1301.

Mr. Mix said the Committee would be working with congressional allies to push for floor votes on the Right to Work measure next year, either as a free-standing bill or, more likely, as an amendment. 



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For today's employers, locating where prospective employees want to live is more important than ever before. And

young, skilled employees who are building their careers are flocking to Right to Work states.