



# Right-to-Work Equity and Free Riders

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Under a state's right to work law, workers do not have to join the union or pay dues, but are entitled to the full benefits of the union contract.

Unions in these states are required by law to defend non-dues paying members involved in a dispute or charged with a grievance at work, but even those employees do not have to contribute dues. Such a provision does not give workers more rights, but weakens unions and their ability to bargain for improved benefits and working conditions.

The union, by law, must represent all workers equally. It's an arrangement where everyone pays their fair share. If not, a worker who pays union dues would work next to a worker who is a free rider and pays no dues. How would you like that? They pay no dues but have equal rights to vacation time and to benefits from the whole contract. Both receive the same pay and benefits from a bargained contract, but one gets them for free.

Free riders, those who don't pay their fair share, can even sue the union if they feel they are not represented correctly.

**Don't let your state legislator  
Vote to lower your pay!**

**URGE THEM TO VOTE "NO" ON H.B. 4454-4455  
AND S.B. 607-608**