

What is **Right-to-Work** and Why it Matters to You?

What is Right to Work

Right-to-work refers to state laws that guarantee no team member can be forced as a condition of employment to join or pay dues or fees to a labor union.

In March 2023, Michigan repealed its right-to-work law, which will have a significant impact on team members and labor unions.

Beginning mid-February 2024, **Michigan will no longer be a right-to-work state**, allowing labor unions to pursue so-called “union security clauses” in collective bargaining agreements.



What it Means

- > The new law **legalizes union security clauses** in collective bargaining agreements that force team members to pay dues, fees, assessments, and that **permit unions to force employers to terminate team members** who refuse to do so.
- > Union security clauses will be the **top priority** of unions in Michigan, including the Teamsters, in their collective bargaining agreements.
- > This means team members would be **required to pay dues**. Teamsters' standard dues are currently 2.5 times your base hourly rate each month as a condition of employment under a union security agreement whether you voted for the Teamsters, want them, or think they're doing a good job representing you.



Why it Matters

- > At the **current cost of 2.5 times your base hourly rate**, if you earn \$38 per hour, you'll owe them \$95 every month, which would total **almost \$3,500 over a typical three-year contract**. Dues are deducted from your after-tax take home pay.
- > Additionally, Teamsters contracts typically indicate these payments will be deducted straight from your paycheck.
- > **If EVERY nurse in the Corewell Health East Region** was required to pay dues to the Teamsters or risk termination, it is clear why the Teamsters so badly want your support.

Average
Dues Paid
Teamsters
Annually

\$10+
million

Dues Paid
to Teamsters
over 3-year
Contract

\$30+
million



The Choice is Yours.

With a union security clause, the Teamsters will have the right to collect union dues even if you don't get any of the things they are promising.