



25 Years of Right to Work in Idaho: Perspective and Analysis

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Pacific Northwest

- Right to Work

- Idaho

- Wyoming

- Not Right to Work

- Alaska

- Oregon

- Montana

- Washington

History

- The “right to work” law provides an individual the right to be employed at any job without having to join the union or pay a fee to the union for representation.
- 1947, Taft Hartley Act made it impossible for a union to require an employer to dismiss a worker who was not a member of the union.

Right to Work

- States that pass a right to work act abolish a union's ability to require an employee to join the union or collect a fee for representation from workers who choose to not join the union.
- The union is still required to represent all workers employed by a company, whether paying a fee or not once the union agrees to represent a worker at the company.

Idaho History

- After the initial wave of states adopting Right to Work Laws in the 1940's and 1950's interest waned.
- Idaho became the 20th state to adopt Right to Work in the mid 1980's.
- There are now 24 states who have adopted Right to Work laws, the most recent occurring in 2012.

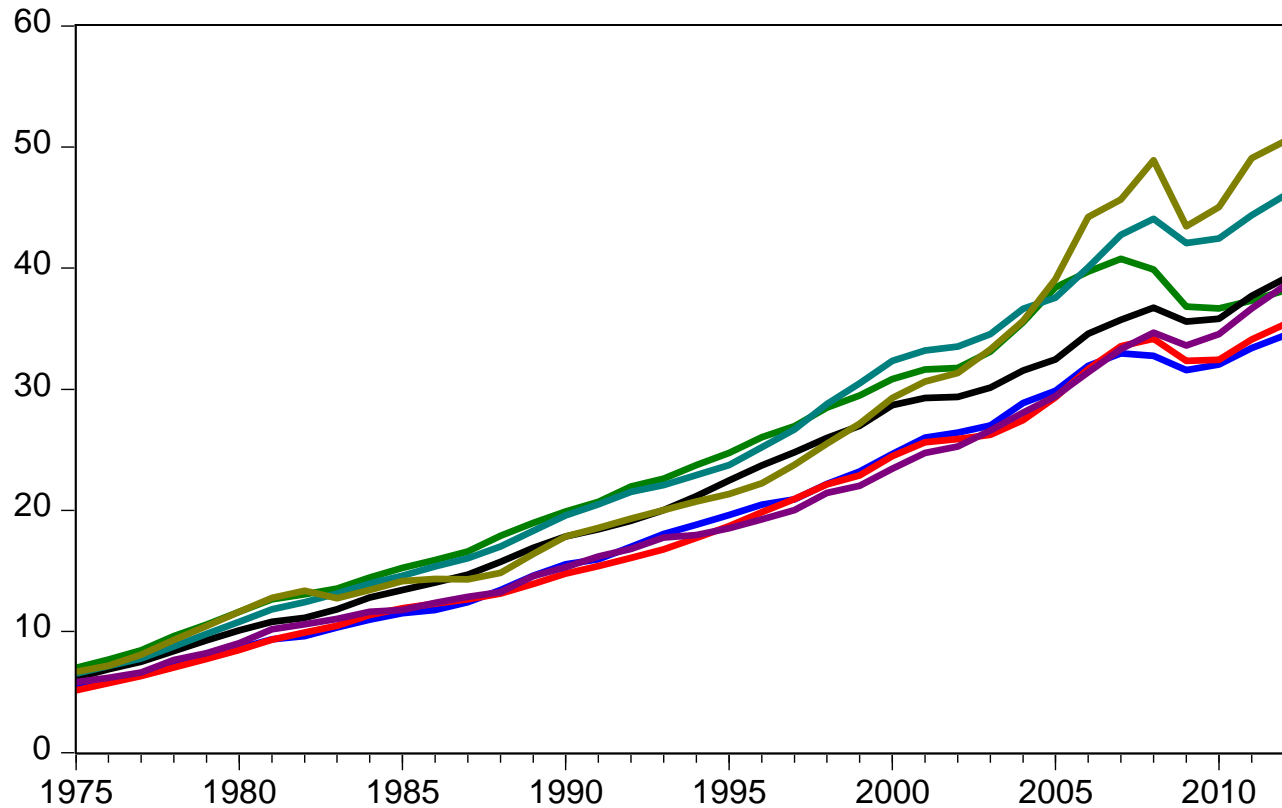
Claims by Proponents

- No one should be forced to join an organization if they choose not to.
- States that adopt right to work laws see increased employment and growth.
- It will make the state more competitive.
- Employers currently leaving the state will be more inclined to remain and create more jobs.

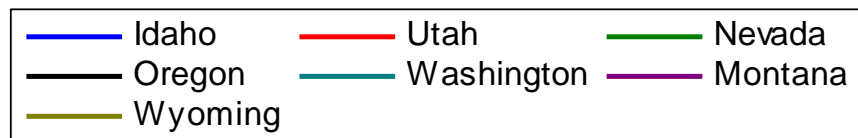
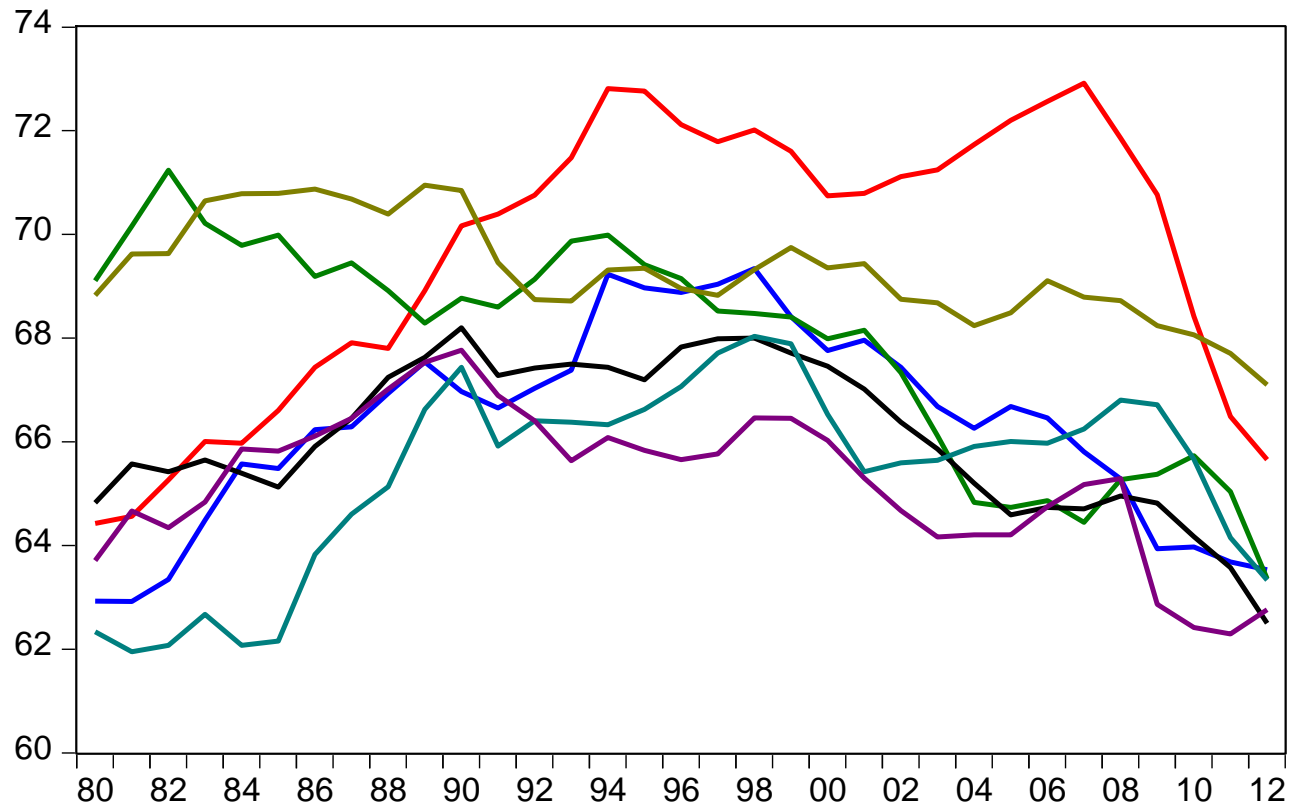
Claims by Opposition: Right to work:

- Is really “right to work for less” and wages decline.
- Will reduce union membership and make it more difficult for unions to continue representing Idaho workers.
- Creates free riders who get the benefit of representation without incurring the cost.
- Eviscerates worker rights.

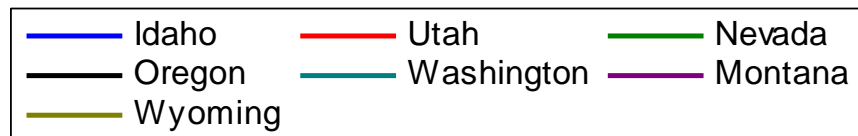
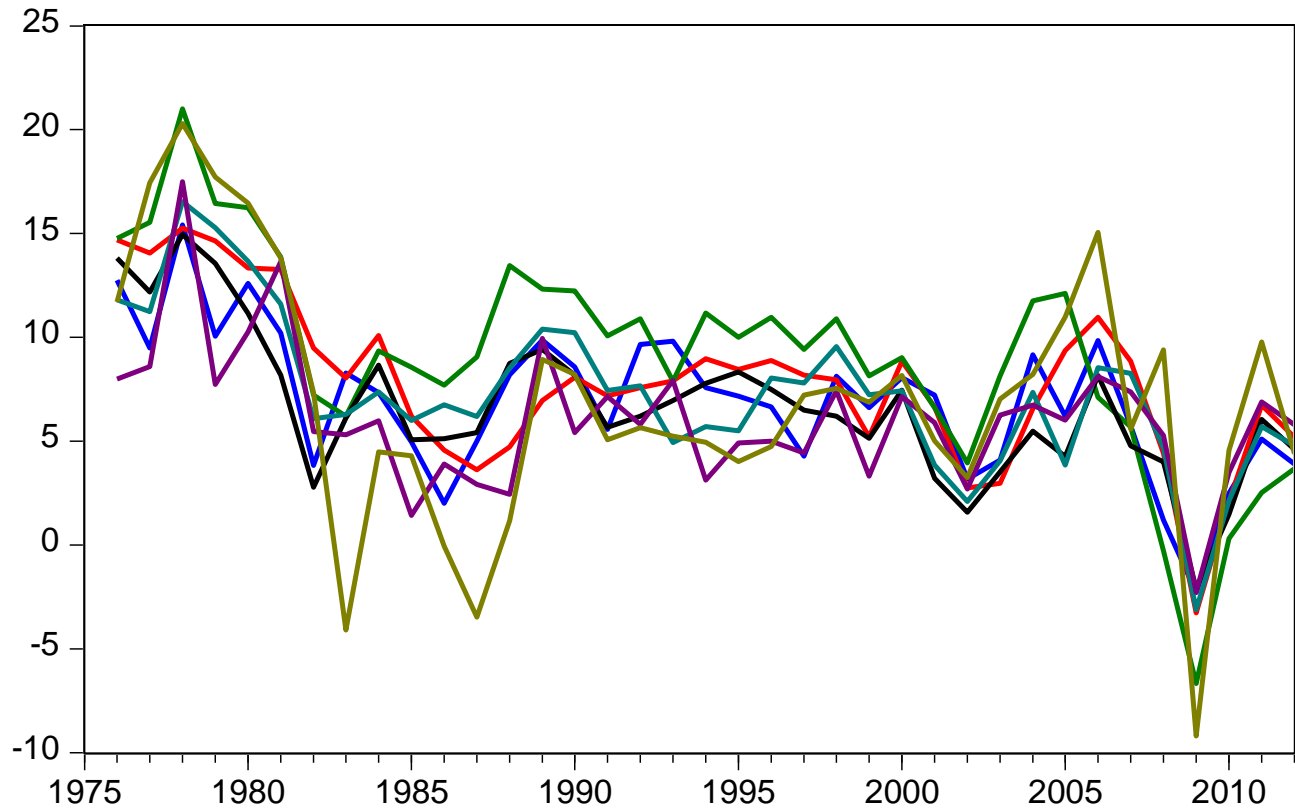
Per Capita Personal Income Thousands of \$



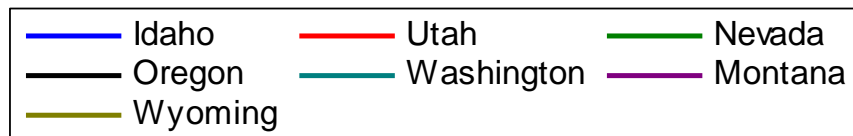
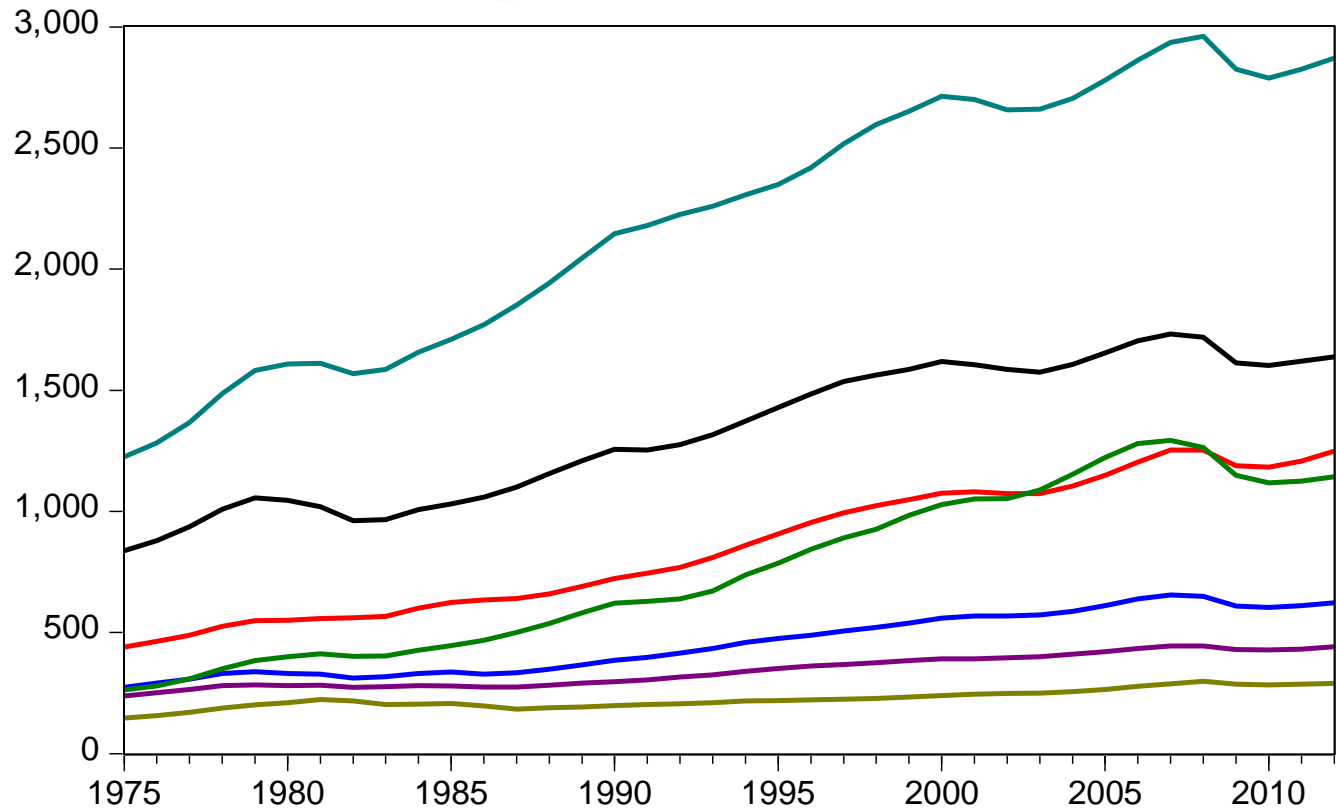
Labor Force Participation Rate, %



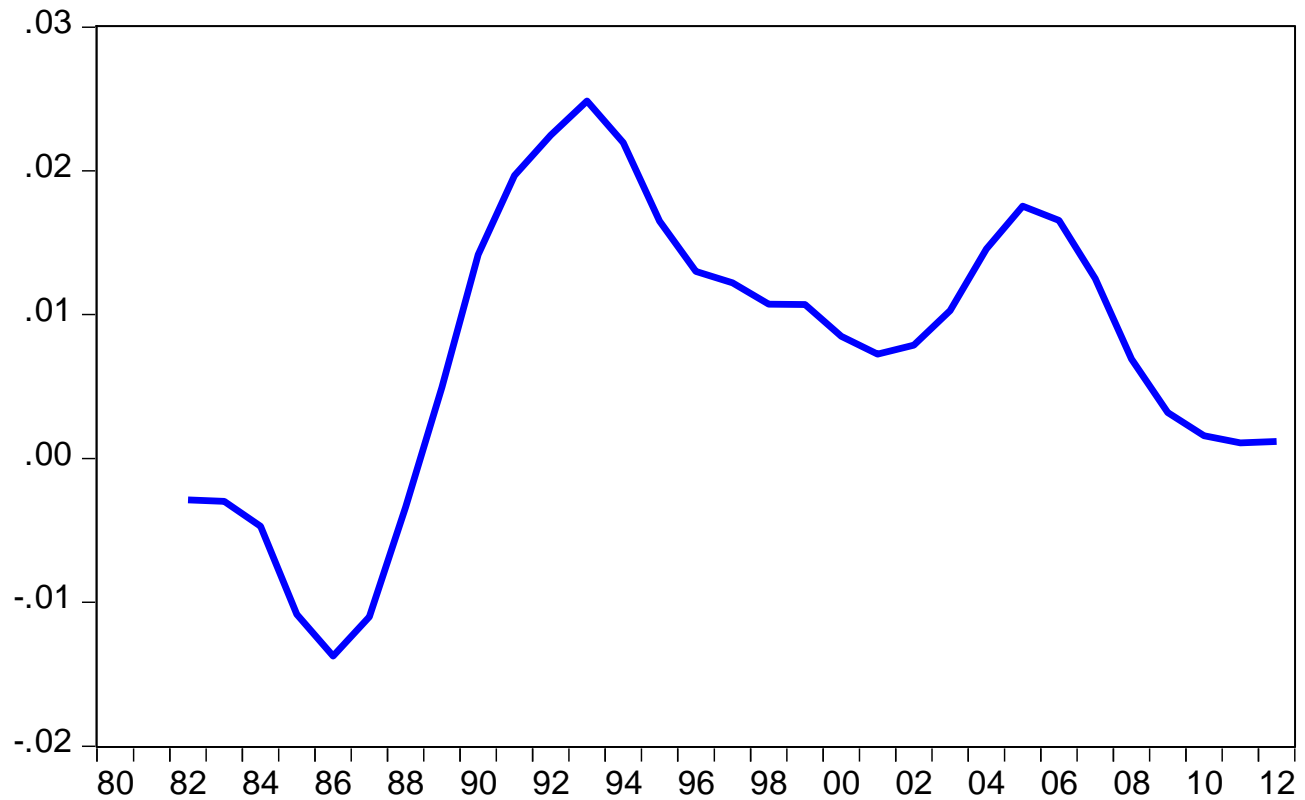
Growth Rate of Personal Income



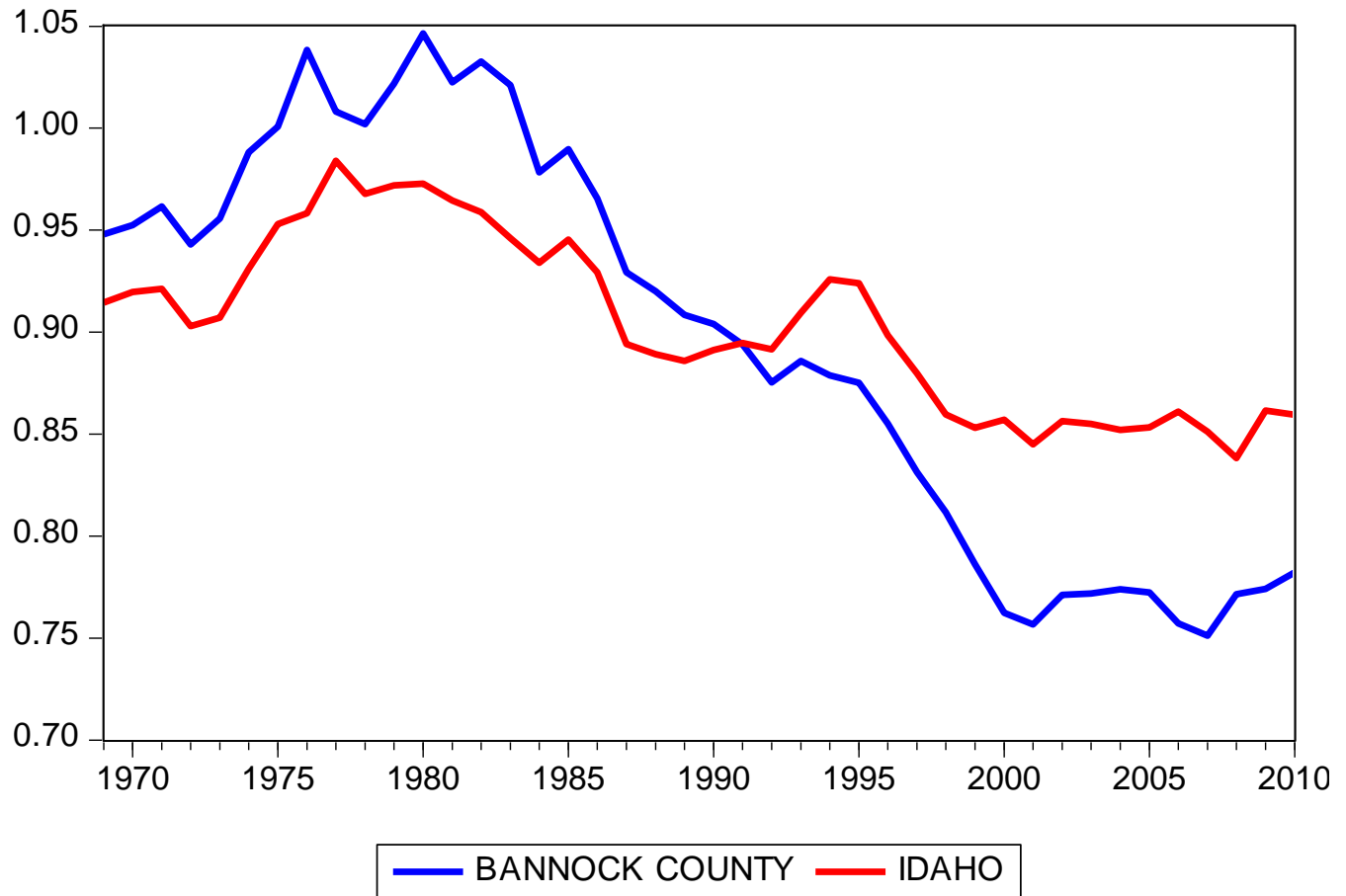
Total Non Farm Employment, Thousands of Jobs



Idaho Net Migration as a Percent of Total Population



Average Wage Per Job Relative to the United States



Conclusions

- Statements by proponents have largely not materialized.
- Statements by opponents have come true.
- It is not clear to what extent the right to work law in Idaho is responsible for the changes that have transpired in the state.
- Changes that have occurred are a continuation of trends begun before right to work was implemented.