

December 13, 2023

Dear Member of Congress:

No worker should be forced to accept or pay for representation from an organization they disagree with. While more than half of states have freed workers from being forced to pay union fees, through right-to-work laws, they are still required by law to accept union contracts and representation. These workers are “forced riders” who deserve to be freed from unwanted union representation.

The solution is Worker’s Choice, which Rep. Eric Burlison will introduce soon in the House of Representatives. This commonsense policy empowers workers in right-to-work states to represent themselves. Over 93 percent of private-sector workers already enjoy this freedom because they don’t work at unionized employers. Worker’s Choice would extend this freedom to all unionized workers in right-to-work states.

Worker’s Choice lets workers at unionized employers negotiate their own pay, benefits, and hours, based on their unique individual needs. Instead of being constrained by one-size-fits-all union contracts, employers could offer merit pay, flexibility, and other incentives to attract and retain the best workforce, similar to non-unionized employers.

Workers and employers both win from Worker’s Choice. So do labor unions, which could focus on better representing the workers who want and are willing to pay for union representation. Unions shouldn’t have to represent workers who do not want to be members or pay for their services. In that sense, Worker’s Choice would end “free riders” as well as “forced riders.”

Ultimately, Worker’s Choice empowers workers to say “no thanks” to unwanted representation, while giving unions the ability to say “goodbye” to workers who don’t want to be associated with them.

Worker’s Choice deserves Congress’s serious consideration. The undersigned organizations support Rep. Eric Burlison’s legislation and urge Congress to liberate workers from unwanted representation and give them true workplace freedom.

Sincerely,

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Institute for the American Worker

Akash Chougule  
Vice President  
Americans for Prosperity

Steve Delie  
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Mackinac Center

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