



Worker's Choice Act

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Sponsored by Rep. Eric Burlison (R-MO)

Worker's Choice would let workers who opt out of a union in a right-to-work state represent themselves before employers. It would also free unions from having to represent nonpaying workers.

Where there's a unionized workplace, there's *forced* representation. That's true regardless of whether a state is right-to-work or not. Even if a union can't get a worker fired for not paying dues, the worker is still bound by union representation. Unions call these workers — trapped by collective bargaining agreements — “*free riders*.”

Worker's Choice would end the issue of *free* or *forced* riders by giving unionized employees the choice of two options:

1. Be a union member and accept the working conditions negotiated by the union;
2. Leave union membership behind, negotiate for compensation and working conditions independently, and provide your own representation in grievances and other dealings.

President of Institute for the American Worker F. Vincent Vernuccio said, “Rep. Eric Burlison’s Worker’s Choice bill empowers both workers and unions. It allows workers to say “no thanks” to unwanted representation and unions to say “goodbye” to workers who are not interested in accepting or paying for their services. We applaud this commonsense legislation made possible by the Congressman’s leadership.”

A [historic, 2017 survey](#) showed 77% of people agree that those who opt out of union membership in Right-to-Work states should negotiate for themselves with their employer.

With Worker's Choice, each worker can stay in the union that is in the workplace. Alternately, they can negotiate for salary, benefits and working conditions independently.

With Worker's Choice, unions are freed from having to represent workers who are not paying them and workers are freed from accepting forced union representation.

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