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# FACT SHEET

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## National Institute for Labor Relations Research

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## Right to Work States' Lead in Job Growth Consistent Over Time

### Ten-, Five- and One-Year Increases More Than Double Those of Forced-Dues States

Year after year, U.S. Labor Department data have shown that states with Right to Work laws on the books have far faster private-sector job growth than states that do not protect employees from federal policies authorizing the termination of workers for refusal to pay dues or fees to an unwanted union.

Between 1997 and 2007, private-sector jobs in Right to Work states increased by a net 17.7%. That's more than double the relatively small increase in private-sector jobs experienced by non-Right to Work states over this period. (See the tables on pages three and four for details. Oklahoma, which adopted its Right to Work law in 2001, is excluded from this calculation. However, between 2003, when the Sooner Supreme Court rejected two Big Labor lawsuits designed to overturn the Right to Work law, and 2007, Oklahoma job growth was 7.1%, well over half again as fast as in non-Right to Work states.)

The Right to Work job-growth advantage has historically been wider in times when the national economy is in or recovering from a recession. However, since the last nationwide recession ended in 2001, the Right to Work advantage has remained extraordinarily wide.

Over the five years from 2002 to 2007, private-sector jobs in Right to Work states increased from 40.92 million to 44.85 million, or 9.6%. (Since Oklahoma was a Right to Work state for the entire period, this time it is included.) Meanwhile, jobs in forced-dues states increased by barely more than a third as much. Over this entire period, forced-dues states' private-sector employment went from 67.27 million to 69.72 million, a gain of just 3.6%.

### **Forced-Dues States' Recovery Has Been Relatively Weak in Every Geographic Region**

Looking over the longer or shorter term, the Right to Work advantage remains consistently wide. Just as it was from 1997 to 2007 overall, from 2006 to 2007 alone private-sector employment growth in Right to Work states was more than double that of forced-dues states.

And the Right to Work job-growth advantage has been apparent in every region of the country. Between 2002 and 2007, private-sector employment in Right to Work states in the West grew nearly three times as fast as in non-Right to Work states in that region. In the Midwest, employment increased five times faster in Right to Work states. In the South, employment increased more than half again as fast in Right to Work states as in forced-dues states.

In the Northeast, which has no Right to Work states, private-sector employment grew by less than a third as much as in Right to Work states nationwide.

Right to Work laws protect the freedom of both private- and public-sector employees to keep and hold a job without forking over dues or fees to a union that is recognized as their “exclusive” (actually, monopoly) bargaining agent.

Unless they are protected by a state Right to Work law, independent-minded employees have no power to fight back against greedy and tyrannical union bosses by withholding their financial support. And when employees have no personal freedom of choice, union bosses have little incentive to tone down their class warfare. Employees are consequently far less likely to reach their full productive potential and reap the accompanying benefits.

That’s a key reason why not just the private-sector job index, but almost every economic indicator, shows that forced union dues inhibit growth.

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*(For more detailed information about private-sector job growth in Right to Work and non-Right to Work states, see the tables on the next two pages.)*

## Private-Sector Jobs and Growth 1997, 2002, 2006, 2007: Right to Work States

RTW /FD	State	Private Sector Jobs				Private-Sector Job Growth		
		1997	2002	2006	2007	1997-2007	2002-2007	2006-2007
RTW	Alabama	1,520.0	1,528.6	1,609.4	1,630.0	7.24%	6.63%	1.28%
RTW	Arizona	1,656.4	1,874.7	2,226.0	2,243.2	35.43%	19.66%	0.77%
RTW	Arkansas	921.3	950.9	991.0	993.7	7.86%	4.50%	0.27%
RTW	Florida	5,461.2	6,129.4	6,903.2	6,917.1	26.66%	12.85%	0.20%
RTW	Georgia	3,037.1	3,244.7	3,426.0	3,471.1	14.29%	6.98%	1.32%
RTW	Idaho	405.5	456.2	522.3	538.1	32.70%	17.95%	3.03%
RTW	Iowa	1,172.3	1,203.4	1,257.2	1,267.1	8.09%	5.29%	0.79%
RTW	Kansas	1,034.5	1,085.3	1,099.3	1,121.4	8.40%	3.33%	2.01%
RTW	Louisiana	1,483.6	1,520.7	1,505.2	1,561.9	5.28%	2.71%	3.77%
RTW	Mississippi	888.0	883.5	901.6	908.4	2.30%	2.82%	0.75%
RTW	Nebraska	704.8	752.6	784.2	798.5	13.29%	6.10%	1.82%
RTW	Nevada	784.2	921.2	1,129.4	1,135.2	44.76%	23.23%	0.51%
RTW	North Carolina	3,076.4	3,194.7	3,361.2	3,450.7	12.17%	8.01%	2.66%
RTW	North Dakota	244.0	255.5	276.7	282.2	15.66%	10.45%	1.99%
RTW	South Carolina	1,419.4	1,478.6	1,575.9	1,612.6	13.61%	9.06%	2.33%
RTW	South Dakota	284.2	303.3	323.3	330.8	16.40%	9.07%	2.32%
RTW	Tennessee	2,203.7	2,254.2	2,365.8	2,375.3	7.79%	5.37%	0.40%
RTW	Texas	7,130.5	7,790.0	8,359.4	8,631.2	21.05%	10.80%	3.25%
RTW	Utah	821.3	878.5	999.3	1,044.9	27.23%	18.94%	4.56%
RTW	Virginia	2,635.2	2,859.2	3,051.7	3,074.6	16.67%	7.53%	0.75%
RTW	Wyoming	166.5	185.3	211.8	221.2	32.85%	19.37%	4.44%
RTW	All -Okla.	37,050.1	39,750.5	42,879.9	43,609.2	17.70%	9.71%	1.70%
RTW	Oklahoma	1,110.5	1,172.7	1,220.5	1,245.0	12.11%	6.17%	2.01%
RTW	All +Okla.	38,160.6	40,923.2	44,100.4	44,854.2	17.54%	9.61%	1.71%

■ = Not truly comparable. Oklahoma became a RTW state in 2001. Source: U.S. Department of Labor, Bureau of Labor Statistics

(Downloaded 3/12/08, Not Seasonally Adjusted, All Employees in Thousands, Statewide, Total Private, Total Private, Benchmark 2007) <http://bls.gov/cgi-bin/dsrv>

### Private-Sector Jobs and Growth 1997, 2002, 2006, 2007: Forced Dues States

RTW /FD	State	Private Sector Jobs				Private-Sector Job Growth		
		1997	2002	2006	2007	1997-2007	2002-2007	2006-2007
FD	Alaska	195.5	214.4	233.5	235.9	20.66%	10.03%	1.03%
FD	California	10,989.0	12,010.7	12,608.0	12,665.8	15.26%	5.45%	0.46%
FD	Colorado	1,664.6	1,828.8	1,911.9	1,955.4	17.47%	6.92%	2.28%
FD	Connecticut	1,381.9	1,415.6	1,434.7	1,448.5	4.82%	2.32%	0.96%
FD	Delaware	334.7	357.4	375.4	375.6	12.22%	5.09%	0.05%
FD	Hawaii	419.9	438.9	495.8	501.6	19.46%	14.29%	1.17%
FD	Illinois	4,963.1	5,022.9	5,087.3	5,130.8	3.38%	2.15%	0.86%
FD	Indiana	2,471.3	2,483.9	2,547.5	2,556.4	3.44%	2.92%	0.35%
FD	Kentucky	1,420.3	1,474.1	1,528.5	1,544.4	8.74%	4.77%	1.04%
FD	Maine	460.8	503.4	510.2	513.2	11.37%	1.95%	0.59%
FD	Maryland	1,846.4	2,015.7	2,118.3	2,131.0	15.41%	5.72%	0.60%
FD	Massachusetts	2,699.6	2,823.2	2,816.5	2,844.5	5.37%	0.75%	0.99%
FD	Michigan	3,791.9	3,800.9	3,661.8	3,604.8	-4.93%	-5.16%	-1.56%
FD	Minnesota	2,111.1	2,250.5	2,342.2	2,356.1	11.61%	4.69%	0.59%
FD	Missouri	2,226.5	2,267.8	2,340.3	2,356.0	5.82%	3.89%	0.67%
FD	Montana	287.5	311.2	347.0	358.0	24.52%	15.04%	3.17%
FD	New Hampshire	491.3	530.1	549.8	555.3	13.03%	4.75%	1.00%
FD	New Jersey	3,154.2	3,370.4	3,423.7	3,425.6	8.60%	1.64%	0.06%
FD	New Mexico	531.5	575.2	634.5	648.4	21.99%	12.73%	2.19%
FD	New York	6,663.1	6,969.7	7,133.1	7,233.3	8.56%	3.78%	1.40%
FD	Ohio	4,634.6	4,644.7	4,635.8	4,626.8	-0.17%	-0.39%	-0.19%
FD	Oregon	1,276.8	1,299.6	1,417.4	1,441.6	12.91%	10.93%	1.71%
FD	Pennsylvania	4,691.9	4,901.9	5,010.5	5,051.4	7.66%	3.05%	0.82%
FD	Rhode Island	386.8	413.3	428.3	428.3	10.73%	3.63%	0.00%
FD	Vermont	233.7	248.5	254.1	253.7	8.56%	2.09%	-0.16%
FD	Washington	2,056.8	2,137.9	2,329.2	2,399.2	16.65%	12.22%	3.01%
FD	West Virginia	568.7	590.2	611.3	611.9	7.60%	3.68%	0.10%
FD	Wisconsin	2,269.1	2,367.6	2,451.2	2,465.7	8.66%	4.14%	0.59%
FD	All -Okla.	64,222.6	67,268.5	69,237.8	69,719.2	8.56%	3.64%	0.70%
FD	Oklahoma	1,110.5	1,172.7	1,220.5	1,245.0	12.11%	6.17%	2.01%
FD	All +Okla.	65,333.1	68,441.2	70,458.3	70,964.2	8.62%	3.69%	0.72%

= Not truly comparable. Oklahoma became a RTW state in 2001. Source: U.S. Department of Labor, Bureau of Labor Statistics  
 (Downloaded 3/12/08, Not Seasonally Adjusted, All Employees in Thousands, Statewide, Total Private, Total Private, Benchmark 2007)  
<http://bls.gov/cgi-bin/dsrv>