

PROTECT EMPLOYEES' FREEDOM TO CHOOSE

For more than 70 years, Right-to-Work has been the foundation of Virginia's economic success and a cornerstone of our reputation as one of the best states for business. At its heart, Right-to-Work protects the freedom of every employee to decide for themselves whether joining a union is the right choice—without mandatory dues. That freedom has helped attract new businesses, foster innovation, and create opportunities for workers across every region of the Commonwealth.



Repealing this proven policy would not only strip away that individual freedom, it would undermine the very competitiveness that has made Virginia a leader in jobs, investment, and economic growth. Without Right-to-Work, small businesses would face higher costs, consumers would pay more for everyday goods and services, and Virginia would lose ground to other states aggressively competing for the jobs of tomorrow.

- **Right-to-Work protects employees' freedom to choose whether or not to join a union, or pay dues, as a condition of employment.** For some, joining a union may be the right choice. But every worker should have the freedom to decide for themselves—based on what's best for their career, their family, and their future.
- **Right-to-Work is essential to maintaining Virginia's economic competitiveness in attracting and retaining businesses.** Virginia's consistent ranking as a top state for business is due in part to RTW. Repealing it would make Virginia less attractive to new investment and development, discourage existing businesses from expanding or reinvesting, and ultimately hurt economic growth across the Commonwealth.
- **Repealing Right-to-Work would disproportionately harm Virginia's small businesses.** Small businesses are the most sensitive to cost increases and many are already struggling with economic uncertainty. Small businesses also often use unique benefit structures to set themselves apart in the competitive labor market – this would be undermined by a loss of RTW.
- **Repealing Right-to-Work would increase costs for Virginians in a variety of ways, including housing, food and transportation.** By increasing the costs of doing business, repealing RTW will increase the prices consumers pay for groceries, home maintenance services, dining out, hotels and other goods and services – cost increases consumers cannot afford with inflation and other economic pressures.
- **Unions can serve a valuable purpose and Right-to-Work does not stand in the way of unions playing an important role in Virginia.** Unions can, and have, grown with RTW in place. Additionally, many offer benefits or opportunities workers should have access to, but only if they decide that joining a union is the right choice for them.

Defending Right-to-Work is not about being anti-union – it is about preserving choice, protecting our economy, and keeping Virginia working.

To learn more and get involved, visit



KeepVirginiaWorking.com