

## REPEAL PRIVATE SECTOR RIGHT-TO-WORK LAW

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<http://www.house.mi.gov/hfa>

**House Bill 4005 as introduced**  
**Sponsor: Rep. Regina Weiss**  
**Committee: Labor**  
**Revised 3-15-23**

Analysis available at  
<http://www.legislature.mi.gov>

### SUMMARY:

House Bill 4005 would amend 1939 PA 176, the labor mediation act, to remove provisions added in 2012 commonly known as the “Right to Work” legislation pertaining to private sector employees. Right-to-work laws generally provide that an employee cannot be legally compelled to pay dues to a union in order to be covered under their workplace’s collective bargaining agreement.

Currently, the act prohibits an individual from being required to do any of the following to obtain or continue employment:

- Refrain from or resign from membership in, affiliation with, or financial support of a labor organization.
- Become or remain a member of a labor organization.
- Pay any dues, fees, or other charges to a labor organization.
- Pay a charitable organization or another third party an amount of money equivalent to dues, fees, or other charges that are required to be represented by a labor organization.

Violations are punishable by a civil fine of up to \$500, and individuals harmed by a real or threatened violation can bring a civil action for damages or injunctive relief, or both.

Additionally, employees and other persons (including corporations, labor organizations, and private entities) cannot use force, intimidation, or threats to compel a person to do any of the following, punishable by a civil fine of up to \$500:<sup>1</sup>

- Become or remain a member of a labor organization.
- Affiliate with or financially support a labor organization.
- Refrain from engaging in employment, joining a labor organization, affiliating with a labor organization, or financially supporting a labor organization.
- Pay a charitable organization or another third party an amount of money equivalent to dues, fees, or other charges that are required to be represented by a labor organization.

House Bill 4005 would remove both sets of provisions described above and remove language declaring that it is in the best interest of the people of Michigan to protect the right to work. It would also remove language stating that employees can refrain from

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<sup>1</sup> HB 4005 would remove “other private entity” from the list of bodies defined as a “person” under the labor mediation act. A person would mean an individual, partnership, association, corporation, business trust, or labor organization.

organizing, joining, or assisting in labor organization; engaging in collective negotiation and bargaining; and negotiating with employers through their chosen representatives.

Employees and other persons would instead be prohibited from using force, intimidation, or threats to compel a person to become or remain a member of a labor organization or to refrain from engaging in employment, a violation of which would be a misdemeanor.

The bill would state that the labor mediation act does not interfere with the right of an employer to enter into an agreement with one or more labor organizations that represent a majority of the employer's employees.

Finally, the definition of "employer" would be amended to no longer exclude entities subject to 1947 PA 336, the public employment relations act (PERA).

The bill would go into effect 90 days after enactment.

MCL 423.1 et seq.

## **BACKGROUND AND BRIEF DISCUSSION:**

In 2012, Michigan became the twenty-fourth state to enact right-to-work legislation with the passage of 2012 PA 348 and 2012 PA 349, which prohibited mandatory union fees for private and public employees, respectively. House Bill 4005 would reverse the changes made to the labor mediation act by 2012 PA 348.

Opponents of right-to-work laws argue that the laws create a free-rider problem and the resulting financial impact on unions has reduced their ability to provide services, while supporters of right-to-work laws argue that they foster economic growth and job creation while allowing employees to opt out of supporting unions that do not align with their interests. Twenty-seven states and Guam have adopted right-to-work laws, the most recent being Kentucky in 2017.<sup>2</sup>

## **FISCAL IMPACT:**

House Bill 4005 would have an indeterminate fiscal impact on the state and on local units of government. Violations that currently result in civil fines would result in misdemeanor convictions under the bill. The number of misdemeanor convictions that would result is not known. New misdemeanor convictions would increase costs related to county jails and/or local misdemeanor probation supervision. Costs of local incarceration in county jails and local misdemeanor probation supervision, and how those costs are financed, vary by jurisdiction. The fiscal impact on local court systems would depend on how provisions of the bill affected court caseloads and related administrative costs. It is difficult to project the actual fiscal impact to courts due to variables such as law enforcement practices, prosecutorial practices, judicial discretion, case types, and complexity of cases. Any

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<sup>2</sup> [https://ballotpedia.org/Right-to-work\\_laws](https://ballotpedia.org/Right-to-work_laws).

increase in penal fine revenue would increase funding for public and county law libraries, which are the constitutionally designated recipients of those revenues.

It is not possible to quantify what other fiscal impact, if any, the provisions of the bill would have on state and local government.

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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.