



## **Right-to-Work Toolkit for Public Employees**

### **Contents**

- Leader Talking Points
- Member Talking Points
- Sample Letters to the Editor
- Business Manager Letter to Members
- Sample Member Profile

## **Core Message**

- *Several legal cases and state legislative efforts now underway could make your state right-to-work for all public sector employees and be a huge legal setback for labor rights.*
- *What makes America different is that it's about more than low wage jobs; our country is about the opportunity to get ahead and prosper.*
- *These law suits and legislative efforts are bankrolled by the Koch brothers and their aim is to make so-called right to work the law of the land and cut worker's pay and benefits.*

## **Talking Points to Include**

### ***Our country is about more than just low wage jobs.***

- I represent thousands of LIUNA members who have access to good wages and a career because they joined together as union members to fight for those opportunities.
- LIUNA members not only have access to training to advance in their career but as union members they also have the power to speak out on the job and that makes jobsites safer.

### ***So-called "right-to-work" hurts the economy, communities.***

- So-called right-to-work is bad for middle-class workers. Workers in right-to-work states make thousands per year less than workers in prosper states.
- When workers don't earn enough to get by and contribute to the economy, we sacrifice our ability to pay for public services that we all depend on to keep the community safe and secure like schools, hospitals, parks, roads and school buses.
- At a time when income inequality is at an all-time high, and CEOs make 354 times what the average worker makes, we should be looking for ways to improve pay and benefits not putting more power in the hands of corporate elitists.

### ***The extremists pushing so-called "right-to-work" are out to destroy unions, cut worker's pay, benefits, and safety.***

- So-called right to work makes it harder for workers to have a voice in the workplace and stand up for their own interests.
- It will make it harder for LIUNA members to serve their communities; whether it's driving our children's school buses, plowing our roads, or keeping parks clean.
- As a union officer, I would have fewer resources to represent our community's public servants and it could stretch the union to the breaking point.

## **Core Message**

- *Several legal cases and state legislative efforts now underway could make your state right-to-work for all public sector employees and be a huge legal setback for labor rights.*
- *What makes America different is that it's about more than low wage jobs; our country is about the opportunity to get ahead and prosper.*
- *The Koch brothers and other extremists are bankrolling the so-called right-to-work push and they are out to cut worker's pay and benefits. They don't care about our community or the impact on the economy.*

## **Talking Points to Include**

### ***Our country is about more than just low wage jobs.***

- As a LIUNA member I have a good job and a career that allows me to provide for my family. The good wages and benefits I enjoy are because my union negotiated them.
- So-called right-to-work makes it harder for workers to have a voice in the workplace and stand up for their own interests.
- Workers in right-to-work states make thousands a year less than workers who live in states where everyone pays their fair share.
- It will make it harder for public service workers like me to serve our communities; whether it's driving our children's school buses, plowing our roads, or keeping parks clean.

### ***So-called right-to-work is bad for my community and the economy***

- Weakening my union puts my paycheck and millions of other workers at risk which can hurt the economy.
- When workers like me can't pay the bills, we can't spend money at grocery stores, restaurants, the gas pump, in local stores or afford to rent or buy a home.
- That puts fewer dollars in our local economy and takes a bite out of the budget for the public services we all depend on like schools, hospitals, parks, roads and school buses.
- My union would have fewer resources to represent more workers and it could stretch the union to the breaking point.

## **Sample Points for Letters to the Editor**

Select points from the below to craft your message.

- The <state legislative initiative, ballot proposal or lawsuit> could make so-called “right-to-work” the law of the land for workers in the public sector.
- This is part of an organized national effort backed by corporate extremists like the Koch brothers who are out to cut worker’s pay and weaken unions. There’s nothing in this for me or middle-class workers.
- So-called “right-to-work” isn’t fair and doesn’t give you any rights. So-called right to work makes it harder for workers to support organizations that stand up for their interests.
- My union would have fewer resources to represent more workers and it could stretch the union to the breaking point.
- The good wages I enjoy are because my union negotiated them. And, they allow me and my family to spend more money at local shops, restaurants and other businesses.
- With so-called right-to-work, wages will be driven down and there will be fewer dollars in our local economy; jeopardizing the public services we all depend on like schools, hospitals, parks, roads and school buses.
- By weakening unions and putting those wages at risk, right-to-work will hurt our nation’s economy.
- It will make it harder for public service workers like me to serve our communities; whether it’s driving our children’s school buses, plowing our roads, or keeping parks clean.
- Our community and our country is about more than low-wage jobs. Our country is about the opportunity to get ahead and prosper.
- America’s economy has swung out of balance. It’s getting harder to get by, let alone get ahead.
- For the sake of myself, my family and my community, I hope the Court rejects this attempt by wealthy special interests to undermine the middle-class.

## **Business Manager Letter to Members**

[Date]

Dear LIUNA Local [local number] Member:

I am writing to you to alert you to an issue that could dramatically affect your job, your union, and your pay and benefits. The <state legislative initiative, ballot proposal or lawsuit> depending on the outcome, could take away all of the gains we have made in the workplace due to unions and make so-called “right-to-work” the law of the land for all public employees. This is actually part of a national effort of corporate-backed extremists, like the Koch brothers who are out to cut worker’s pay and weaken unions.

Our community and our country is about more than low-wage jobs. Our country is about the opportunity to get ahead and prosper. So-called right-to-work is an attack on union jobs, your benefits and your freedom to prosper and for this union, it could mean an immediate loss of bargaining power and reduced staffing. Some states have already made fair share fees illegal, and workers there make lower wages, are much less likely to have health insurance, and have a 36% higher rate of workplace deaths.

We hope the <state legislature/court> rejects this attack on our public employees, including [LIST JOB CLASSIFICATIONS FOR YOUR LOCAL] but we need to be ready for any outcome.

I need you to come to the next union meeting at DATE/TIME to learn more about this.

Please stay tuned and call the Local Union with any questions and check our website and facebook page for updates.

Fraternally yours,

[name]

Business Manager

Resources online at [www.Liuna.org/rtw](http://www.Liuna.org/rtw)

# LIUNA Public Employee Profiles

## *Push Back on the Attack on Workers*



Example 1: Roger Smith, City Public Works, Maintenance and Groundskeeper



**Facebook:** LIUNA Public Employee Roger Smith who is a returned veteran told us, “When I returned from Iraq as a veteran, I wasn’t sure what I wanted to do. With my union supporting me in the workplace and a new career in public works, now I am building a middle-class life. The *Friedrichs* case worries me because it could make it harder for others to enjoy the benefits I do.”



**Twitter/Instagram:** #LIUNAPublicEmployee Roger Smith is worried that could make it harder for workers and fellow veterans. #1U #LIUNAProud



Example 2: Danielle Puccetti, State Health Service Agency



**Facebook:** Danielle Puccetti is a fulltime state employee working for a community health services agency and a PhD student at Capella University studying Healthcare Administration. She is an active member of Local Union X because she cares about her colleagues and providing the best service to veterans in her community.



**Twitter/Instagram** #LIUNAPublicEmployee Danielle Puccetti: “proud to serve the community as a health care advocate and work with fellow union members to provide care. #1U #LIUNAProud



Example 3: Brad Backus, County Agency



**Facebook:** Brad Backus is a union steward who encourages workers at the County Agency to join the union because as he says, “I know the union gives me a voice.”



**Twitter:** #LIUNAPublicEmployee Brad Backus to fellow workers: Join the union because the union has your back. #1U #LIUNAProud

Please share great profiles on your Local Union website, social media channels and send to  
[communications@liuna.org](mailto:communications@liuna.org)