

Primer: "Right to Work"

- Since 1947,¹ RTW laws bar collection of **agency fees** from non-union employees
- RTW laws in **nearly 30 states**
- **Unions** are obligated by law to **represent all employees** under negotiated contracts
- Agency fees **cannot be used to fund political activities**

Research Questions

- **Who wants RTW** in NH?
- Why does it **keep failing**?
- What **implications** does RTW have for faculty, staff, and/or graduate student unions in public higher education?

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What's Wrong with "Right to Work" in New Hampshire?

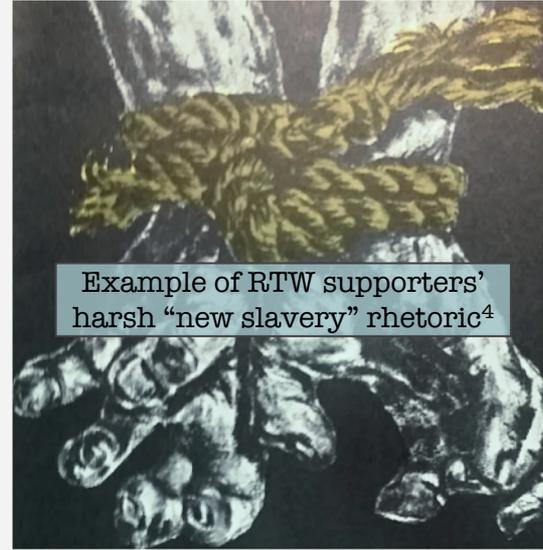
A Genealogy of Law, and a Study in Legislative Persistence

Methods

- **Hermeneutics** as a conceptual framework²
- Methods based in **document analysis**

Sources

- Transcribed **debates**, public **testimonies**, & draft **legislation**³
- Handwritten & typed letters & notes
- Pamphlets & mailers showing **support from national corporate coalitions**
- Pamphlets & mailers showing **opposition from unions & other pro-labor associations**



Example of RTW supporters' harsh "new slavery" rhetoric⁴

Selected References: 1. *Labor-Management Relations Act* 29 U.S.C. §§ 141-187 (1947). 2. Gadamer, H. G. (2006). *Classical and philosophical hermeneutics. Theory, Culture & Society* 23(1), 29-56. 3. HB520, *An act relative to right to work* (2017). 4. Richberg, D. R. (1972). *Compulsory unionism: The new slavery*. Fairfax, VA: The National Right to Work Committee.

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Major Findings

- RTW has come up in NH state legislature **36 times in 40 years**
- Passed once but then **vetoed in 2011**
- **Individual support** for RTW at public hearings **only 3%**
- Individuals were **31X more likely to voice opposition** to RTW
- RTW support comes from **out-of-state anti-union groups**
- Passage of RTW could affect **10,000+ people** represented by public higher ed unions