Most workers know that "right-to-work" laws are intended to weaken strong unions, destroy weak unions and make it harder for unorganized workers to form a union and bargain successfully.

Bad as it is, that isn't the whole story of how the misnamed "right-to-work" laws go hand in hand with poor working conditions and a low standard of living.

Over the years state legislatures have passed laws which put a floor under wages, a ceiling on hours, provided unemployment insurance against loss of job, prohibited child labor and made employers guarantee compensation for workers who are injured on the job. In growing numbers, states are outlawing job discrimination because of race, color, religion or sex.

Many of these state laws fall short of meeting the need. But with hardly an exception, the states which have "right-to-work" laws are at the bottom of the list—the very bottom. Yet these are the states which are supposed to be concerned with protecting the "rights" of workers.

Let's look at the record.

Let's compare the record of the 19 states which outlaw the union shop with the 32 jurisdictions which have not—31 states and the District of Columbia.

MINIMUM WAGES

The federal wage-hour law sets a minimum wage of $1.25 an hour, but millions of Americans work in establishments not covered by the federal law. They must look to their state legislatures for minimum wage protection.

Only one of the 19 "right-to-work" states matches the federal $1.25 standard, and only three others have a minimum wage of even $1 an hour.

Eleven of the states have no minimum wage laws. Two have laws which are so outdated that they are meaningless.

In Arkansas, for example, the minimum wage is $1.25 *a day* and applies only to "experienced" women workers. For the less-experienced, it is a $1 a day.

South Dakota's law is more generous. It calls for $20 a week for workers in cities with a population of more than 2,500, $17 a week in smaller communities.

By way of contrast, 28 states which do not have "right-to-work" laws do have enforceable minimum wage laws. Twenty-two provide at least $1 an hour, including 12 which equal or exceed the federal $1.25 level.

Most states with "work" laws do not require employers to pay premium wages for overtime work; most other states provide for overtime pay.

EQUAL PAY FOR WOMEN

Only six of the 19 "right-to-work" states have equal pay for women laws.

Twenty-three of the 32 other jurisdictions require equal pay for equal work.

FAIR EMPLOYMENT

The right to be hired or promoted without discrimination because of race, religion, color or sex certainly has more to do with the right to work than an employer's right to try and break a union.

But that isn't what "right-to-work" laws mean, or what the sponsors of "right-to-work" laws want.

Of the 36 states which have fair employment laws, prohibiting job discrimination, 29 are in states which do not have "right-to-work" laws.

HOW 'RIGHT-TO-WORK' STATES MEASURE UP

	Unemployment Insurance Maximum Weekly Benefits (more than $50)	Workmen's Compensation Temporary Total Disability (at least) ($45 a week)	Minimum Wage Laws	Overtime Pay Laws	Fair Employment Practices Laws	Equal Pay Laws	Child Labor (at least 3 of 8 standards met)	
Alabama	0	0	0	0	0	0	0	**Alabama**
Arizona	0	•	•	0	•	•	0	**Arizona**
Arkansas	0	0	0*	•	0	•	0	**Arkansas**
Florida	0	0	0	0	0	0	0	**Florida**
Georgia	0	0	0	0	0	•	0	**Georgia**
Iowa	0	•	0	0	•	0	0	**Iowa**
Kansas	0	0	0	0	•	0	•	**Kansas**
Mississippi	0	0	0	0	0	0	0	**Mississippi**
Nebraska	0	0	0	0	•	0	0	**Nebraska**
Nevada	•	•	•	•	•	0	0	**Nevada**
No. Carolina	0	0	•	0	0	0	•	**No. Carolina**
No. Dakota	0	•	•	0	0	•	0	**No. Dakota**
So. Carolina	0	0	0	0	0	0	0	**So. Carolina**
So. Dakota	0	0	0**	0	0	•	0	**So. Dakota**
Tennessee	0	0	0	0	0	0	•	**Tennessee**
Texas	0	0	0	•	0	0	0	**Texas**
Utah	0	•	•	0	•	0	•	**Utah**
Virginia	0	0	0	0	0	0	•	**Virginia**
Wyoming	0	•	•	•	•	•	0	**Wyoming**
Total								
of 19 RTW	1	6	6	4	7	6	5	
of 32 non-RTW	15	26	28	17	29	23	17	
Percentage								
of 19 RTW	5%	32%	32%	21%	37%	32%	26%	
of 32 non-RTW	47%	81%	88%	53%	91%	72%	53%	

0 none or below requirements as indicated

• Meets the requirements

* Statute provides $1.25 per day

** Statute provides $20 a week