

PENNSYLVANIA



The Voice of Small Business®

Aug. 16, 2011

The Honorable Ron Miller
Chairman
House Labor and Industry Committee
Room 115, Ryan Building
Harrisburg, PA 17120

The Honorable William Keller
Minority Chairman
House Labor and Industry Committee
Room 333, Main Capitol
Harrisburg, PA 17120

Dear Representatives:

On behalf of Pennsylvania's leading small-business organization, the National Federation of Independent Business (NFIB), I am writing to express our members' support for the **Pennsylvania Open Workforce Initiative**, a package of legislation that would restore Pennsylvania workers' rights to decide whether to join a union or pay union dues as a condition of employment.

Small-business owners know that employees are their most valuable resource. Small-business owners work hard to train and retain employees by creating a rewarding workplace. But government rules and regulations have made labor issues more complicated than ever.

Forcing employees to join unions and pay union dues takes away individual freedoms; reduces personal income; and inhibits job creation. Given the current economic and budgetary conditions within Pennsylvania, it is unimaginable that state officials would continue to allow policies that deny workers' their fundamental rights, impede job growth or discourage businesses to locate or remain here.

Studies show Pennsylvania has among the lowest rates of entrepreneurial activity in the nation and ranks among the 10 worst states in economic performance. Recent census and employment data also show workers and businesses leaving the Commonwealth in favor of states with low tax and regulatory burdens and policies that protect workers' rights. And in the 22 states that have adopted successful right-to-work policies, real personal income rose over 28 percent as compared to less than 15 percent in forced-unionism states like Pennsylvania.

NFIB believes the reforms contained in the **Pennsylvania Open Workforce Initiative**, House Bills 50, 51, 52 and 53, offer an important step to restore individual freedoms for workers, spur economic growth and improve the state's jobs climate. Workers should be free to make their own decisions about the organizations they join and give their money – it's the American way.

Thank you in advance for your consideration of the views of small business. We urge you to vote in favor of the reforms contained in House Bills 50, 51, 52 and 53.

Sincerely,

Kevin Shivers
State Director