

Right to Work Law

As of March 9, 2015, 25 States have Right to Work laws.

Right to Work means that employees cannot be required to join a union as a condition of employment.

However, if the employer is signatory to a union contract they are still bound by the union contract and it's terms and conditions. Further, most union contracts in the entertainment and advertising industries have Preference of Employment clauses which require signatory producers to first consider union members in hiring. So, in a right to work state, a signatory producer may hire non-union personnel after first considering union members. Any non-union hires would be subject to all terms and conditions of the union agreement, except that they would not be compelled to join or pay dues to the union.

The list below of Right to Work states is current as of 3/9/15, but subject to change based on actions of state legislation.

Bottom Line: Working in a Right to Work State does not relieve a signatory producer from the provisions of the union contract.

Alabama	Indiana	Nevada	South Dakota
Arizona	Kansas	North Carolina	Tennessee
Arkansas	Louisiana	North Dakota	Texas
Florida	Michigan	Oklahoma	Utah
Georgia	Mississippi	South Carolina	Virginia
Idaho	Nebraska	Iowa	Wisconsin
			Wyoming

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