



Congressman Jim Jordan (R-OH), RSC Chairman
Congressman Connie Mack (R-FL), RSC Repeal Task Force Chairman

Repeal Automatic Union Dues for Federal Employees

February 8, 2012

Background: On June 7, 2011, Rep. Tim Scott (R-SC) introduced H.R. 2145, the Empower Employees Act.

A federal union is broadly defined as an organization of federal workers who have joined together with the intention of furthering their own interests, particularly with respect to wages and working conditions. Title 5 of the United States Code provides that federal agencies may deduct labor organization dues from the pay of federal employees. As a result, federal unions can automatically deduct dues from federal government employees' paychecks.

- **What The Bill Will Do:** The Empower Employees Act does not prohibit federal workers from joining a union or paying union dues. In fact, this legislation would give employees the power to consciously decide whether or not to contribute to the union by prohibiting the automatic deduction of union dues from any federal government employee's paycheck.
- **Why This Is Necessary:** Federal union employees enjoy benefits far greater than those in the private sector and the unions' power to bargain is supported by the dues they automatically collect from employees' paychecks each month. When the automatic deduction of union dues has been stopped, there have been dramatic decreases in the amount of dues collected. When Indiana governor Mitch Daniels ended the automatic collection of dues in 2005, the number of members paying dues plummeted by roughly 90 percent. In 2007, New York City's Transit Authority briefly stopped automatically collecting dues for the Transport Workers Union, and dues fell off by more than a third.
- **Government Gone Wild:** The automatic deduction of union dues is little more than a taxpayer subsidy to organized labor at a time when the unions are battling an overall membership decline. The administrative burden of funding public sector unions should be shifted to the unions and away from the American taxpayer. The current system uses taxpayer resources to do the work of collecting dues, rather than the unions doing it themselves. It is clear that far fewer employees would pay union dues if this legislation is enacted.

MEMBER ACTION ITEM: All RSC Members are encouraged to support and cosponsor H.R. 2145. Please contact Tara O'Neill at Tara.ONeill@mail.house.gov to cosponsor this legislation.

If you would like to participate in the RSC Repeal Task Force, please email Rick.Eberstadt@mail.house.gov.

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