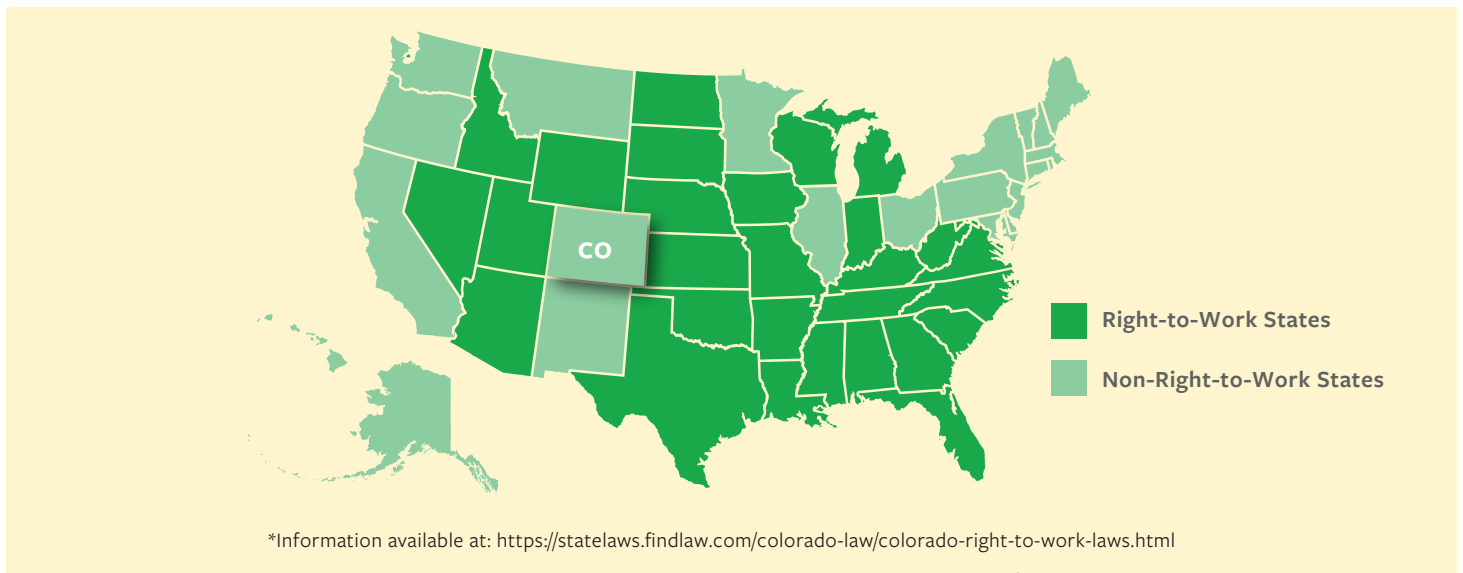# Keeping You Informed

Union Dues?

Your choice to pay union dues is not as straightforward as you might think.

In the U.S., states have the authority to determine whether or not associates at unionized workplaces can be required to join a union and or pay dues in order to keep their job. In the 26 "Right-to-Work" states, it is illegal for a union to force associates to join the union or pay dues if they don't want to.

So, where does Colorado stand on this dues issue?

Legend:
- Right-to-Work States
- Non-Right-to-Work States

*Information available at: https://statelaws.findlaw.com/colorado-law/colorado-right-to-work-laws.html

If the National Nurses United (NNU) were to win an election vote here, all nurses would initially have the choice of joining and paying union dues, like the way it works in "Right-To-Work" states. However, Colorado is the only state that allows the union to **demand a second vote run by the State Department of Labor.**

And that vote, under a CO law called the Labor Peace Act, could take away your ability to choose and the union could demand that all nurses pay dues or even join the union, depending on the type of contract provision they ask for in the election.

Read it for yourself in the Colorado Labor Peace Act, section 8-3-104:

Definitions. As used in this article, unless the context otherwise requires: (1) "All-union agreement" means a contractual provision between an employer or group of employers and a collective bargaining unit representing some or all of the employees of the employer or group of employers providing for any type of union security and compelling an employee's financial support or allegiance to a labor organization. "All-union agreement" includes, but is not limited to, contractual provision for a union shop, a modified union shop, an agency shop (meaning a contractual provision which provides for periodic payment of a sum in lieu of union dues but does not require union membership), a modified agency shop, a prehire agreement, maintenance of dues, or maintenance of membership.

Get more information about union representation at **PSFfacts.com** (scan the QR code)