

# Kentucky's Low Union Profile

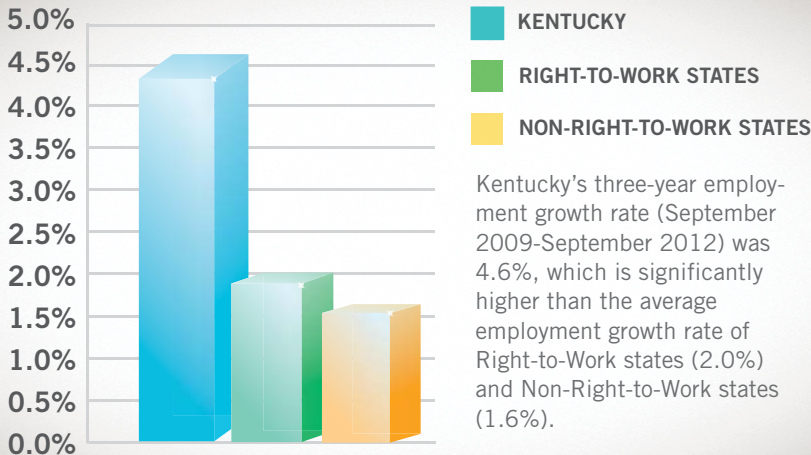
Non-Right-to-Work vs. Right-to-Work laws have been debated by economic development officials and site selection consultants for years. As a Non-Right-to-Work state, Kentucky recognizes the challenges of overcoming the common **misperception** that Right-to-Work states fare better than Non-Right-to-Work states, but is successfully proving that the issue is a **non-issue** in Kentucky. Take a closer look at the Kentucky story.

## /// THE KENTUCKY STORY

- Kentucky's low union profile continues to drastically decrease, dropping 26% since 2000, compared to the national average union membership decline of just 12.6%.
- The percentage of Kentucky workers that are union members at 8% is lower than the national average of 11.8% and the majority of its surrounding states.
- Kentucky has experienced only three major work stoppages over the last decade.
- Only one facility (3%) is unionized in Boyle County.
- Since 2002, more than 470 new locations have been announced in Kentucky. Of those, only eight have union representation and only two elected a union after locating in Kentucky.
- The majority of existing unionized Kentucky facilities are the result of a national contract.



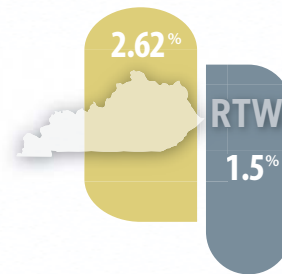
## /// EMPLOYMENT GROWTH



September 2009-September 2012

Kentucky's three-year employment growth rate (September 2009-September 2012) was 4.6%, which is significantly higher than the average employment growth rate of Right-to-Work states (2.0%) and Non-Right-to-Work states (1.6%).

“ Kentucky's Cost of Living is ranked #4 in the U.S. by CNBC, and is the only Non-Right-to-Work state in the Top 10. ”



Between September 2011 and September 2012, Kentucky's employment growth rate (2.62%) was greater than the average employment growth rate of Right-to-Work states (1.5%).

## /// ADDITIONAL FACTS

- Being a Right-to-Work state does not prevent the formation of unions.
- Being a Non-Right-to-Work state does not force companies to become unionized.
- Employees working in Right-to-Work states may be more inclined to vote in a union since they do not have to pay dues, but can benefit from their representation.
- Employees in Non-Right-to-Work states, may be less likely to unionize since it will directly impact their pay.

Kentucky's business costs are the lowest in the country according to CNBC – better than all Right-to-Work and Non-Right-to-Work states.

