

PROP A FAILS: WHAT IT MEANS FOR MISSOURI BUSINESSES

On Aug. 7, 2018, Missourians rejected Proposition A, the state's right-to-work law that has been on hold for almost a year. The right-to-work bill was originally signed into law on Feb. 6, 2017, by then-Gov. Eric Greitens and was set to take effect on Aug. 28, 2017, but opponents were able to force a referendum on the issue. As a result of this election, Missouri is no longer among the 27 other states that have a right-to-work law.

Significant features of the measure would have prohibited requiring an employee to join a labor union or pay dues or fees to a labor union as a condition of employment. Due to the referendum, Missouri will continue to allow collective bargaining agreements between employers and unions that require:

- An employee, as a condition of employment, to become or remain a member of the union.
- An employee, as a condition of employment, to pay dues or fees to a union.

Despite the fact that right-to-work was signed into law in early 2017, it never took effect, so businesses can continue operating under the status quo. It's important for employers to work closely with legal counsel to discuss any questions or concerns regarding the repeal of Missouri's right-to-work law.

PEOPLE

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