

Right-to-Work and Unionization

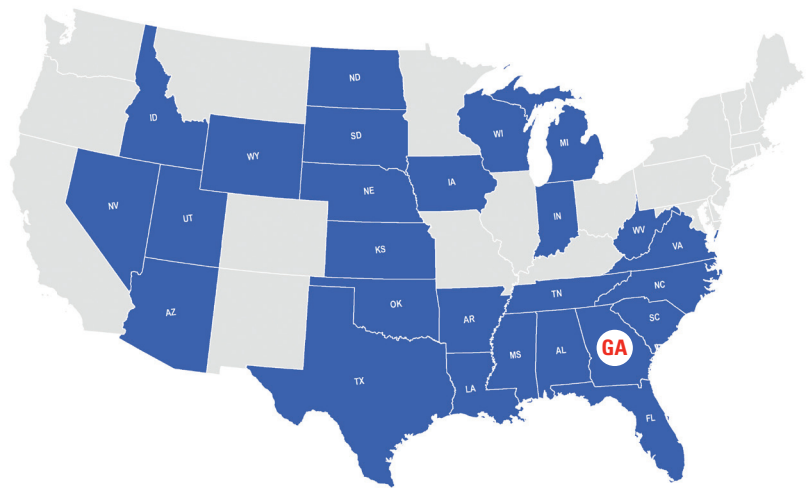
GEORGIA'S MANUFACTURING UNIONIZATION RATE IS THE 8TH LOWEST IN THE COUNTRY

Georgia has been a right-to-work state since 1947. Right-to-work legislation assures that:

- Workers will not be forced to join a union by employers or other union members
- Employees working for a company with a union presence may decide for themselves whether or not to join a union
- Workers cannot be forced to join a strike
- Interference with an employer's lawful business through violence or mass picketing will not be allowed

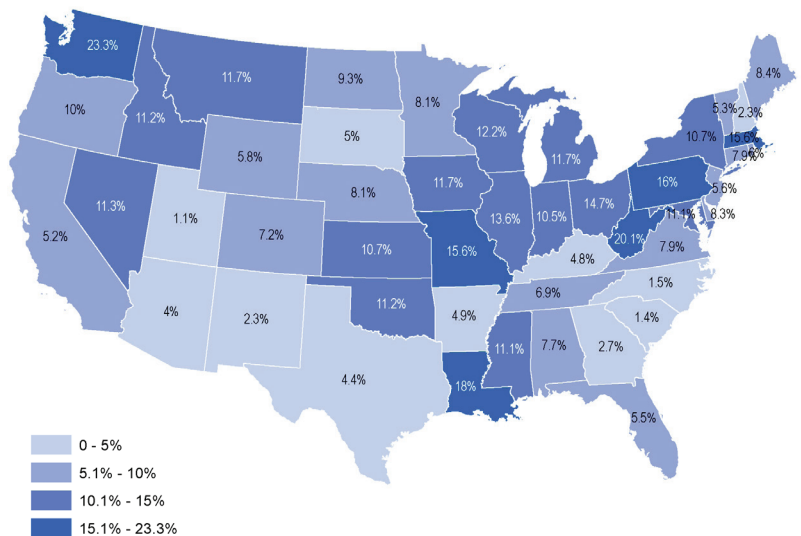
Georgia is an employment-at-will state. Employment-at-will means that in the absence of a written contract of employment for a defined duration, an employer can terminate an employee for good cause, bad cause or no cause at all.

Georgia is One of 26 States Granting Right-to-Work Protection
(blue shading indicates right-to-work states)



The overall unionization rate in Georgia among all wage and salary workers in 2015 was 4 percent, the 4th lowest in the nation. Georgia's private manufacturing unionization is also among the lowest in the country at 2.7 percent, compared to 9.4 percent at the national level. Average union membership rates in Georgia and the U.S. have significantly decreased in the last 20 years.

Private Manufacturing Unionization by State – 2015



State	% Manufacturing Unionization
Utah	1.1
South Carolina	1.4
North Carolina	1.5
New Mexico	2.3
New Hampshire	2.3
GEORGIA	2.7
Alaska	3.7
Arizona	4.0
Texas	4.4
Massachusetts	4.8

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