



# 21<sup>ST</sup> CENTURY DEBATE

*A DEEPER LEARNING APPROACH TO DEBATE EDUCATION*

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## PROS AND CONS OF RIGHT-TO-WORK LAWS

### 10 Advantages of Right-to-Work (RTW) Legislation/Policies

For the upcoming contests, the CON side is trying to prove that right-to-work laws are helpful.

1. **Increased Economic Growth:** Right-to-work laws can lead to increased economic growth, as businesses are more likely to locate and invest in states with such laws, which can lead to more jobs and higher wages. For example, states with right-to-work laws have generally higher GDP growth and lower unemployment rates. This can have a positive impact on the economy, as increased economic growth can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
2. **Increased Business Competitiveness:** Right-to-work laws can also lead to increased business competitiveness, as businesses are not required to pay union dues, which can make them more competitive in the global marketplace. For example, states with right-to-work laws have generally higher levels of exports and manufacturing output. This can have a positive impact on the economy, as increased business competitiveness can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
3. **Increased Worker Freedom:** Right-to-work laws can also lead to increased worker freedom, as workers are not required to pay union dues, which can give them more control over their finances and job choices. For example, states with right-to-work laws have generally higher levels of worker participation in the labor force. This can have a positive impact on the economy, as increased worker freedom can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
4. **Increased Business Flexibility:** Right-to-work laws can also lead to increased business flexibility, as businesses are not required to negotiate with unions, which can allow them to respond more quickly to changes in the market. For example, states with right-to-work laws have generally higher levels of business start-ups and entrepreneurship. This can have a positive impact on the economy, as increased business flexibility can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more opportunities for self-employment and entrepreneurship.
5. **Reduced Labor Costs:** Right-to-work laws can also lead to reduced labor costs, as businesses are not required to pay union dues, which can make them more competitive in the global marketplace. For example, states with right-to-work laws have generally lower costs of doing business. This can have a positive impact on the economy, as reduced labor costs can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.



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## 10 Advantages of Right-to-Work Laws (*Continued...*)

6. **Increased Worker Choice:** Right-to-work laws can also lead to increased worker choice, as workers are not required to pay union dues, which can give them more control over their finances and job choices. For example, states with right-to-work laws have generally higher levels of worker participation in the labor force. This can have a positive impact on the economy, as increased worker choice can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more opportunities to choose from different jobs and employers.
7. **Increased Investment:** Right-to-work laws can also lead to increased investment, as businesses are more likely to locate and invest in states with such laws, which can lead to more jobs and higher wages. For example, states with right-to-work laws have generally higher levels of foreign direct investment. This can have a positive impact on the economy, as an increased investment can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
8. **Increased Productivity:** Right-to-work laws can also lead to increased productivity, as businesses are not required to negotiate with unions, which can allow them to respond more quickly to changes in the market. For example, states with right-to-work laws have generally higher levels of productivity. This can have a positive impact on the economy, as increased productivity can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
9. **Increased Job Opportunities:** Right-to-work laws can also lead to increased job opportunities, as businesses are more likely to locate and invest in states with such laws, which can lead to more jobs and higher wages. For example, states with right-to-work laws have generally lower unemployment rates. This can have a positive impact on the economy, as increased job opportunities can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
10. **Increased Freedom of Association:** Right-to-work laws can also lead to increased freedom of association, as workers are not required to join or pay dues to a union, which can allow them to make their own choices about union membership. This can have a positive impact on the economy, as increased freedom of association can lead to more jobs and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more autonomy and control over their own lives and career choices.



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## 10 Disadvantages of Right-to-Work (RTW) Legislation/Policies

For the upcoming contests, the PRO side is trying to prove that right-to-work laws are harmful.

1. **Lower Wages:** Right-to-work laws can lead to lower wages for workers, as unions are less able to negotiate for higher wages and benefits for their members. For example, in states with right-to-work laws, the median worker earns about \$1,500 less per year than in states without such laws. This can have a negative impact on the economy, as lower wages can lead to reduced consumer spending and slower economic growth. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.
2. **Reduced Benefits:** Right-to-work laws can also lead to reduced benefits for workers, as unions have less bargaining power to negotiate for better benefits. For example, in states with right-to-work laws, workers are less likely to have employer-provided health insurance and pensions. This can have a negative impact on the economy, as reduced benefits can lead to increased healthcare costs and reduced retirement savings. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as healthcare and retirement.
3. **Decreased Job Security:** Right-to-work laws can also lead to decreased job security for workers, as unions have less bargaining power to negotiate for better job security provisions. For example, in states with right-to-work laws, workers are more likely to be fired without cause. This can have a negative impact on the economy, as reduced job security can lead to increased job turnover and reduced productivity. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.
4. **Reduced Workplace Safety:** Right-to-work laws can also lead to increased workplace safety hazards, as unions have less bargaining power to negotiate for better safety provisions. For example, in states with right-to-work laws, workers are more likely to be injured on the job. This can have a negative impact on the economy, as increased workplace injuries can lead to increased healthcare costs and reduced productivity. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as healthcare and lost wages due to injury.
5. **Reduced Worker Voice and Representation:** Right-to-work laws can also lead to reduced worker voice and representation, as unions have less bargaining power to represent the interests of workers. For example, in states with right-to-work laws, workers may have less of a say in decisions that affect their jobs and working conditions. This can have a negative impact on the economy, as reduced worker voice and representation can lead to reduced productivity and innovation. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.



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## 10 Disadvantages of Right-to-Work Laws (*Continued...*)

6. **Reduced Union Membership:** Right-to-work laws can also lead to reduced union membership, as unions have less bargaining power to represent the interests of workers. For example, in states with right-to-work laws, union membership is generally lower than in states without such laws. This can have a negative impact on the economy, as reduced union membership can lead to reduced worker power and reduced productivity. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.
7. **Reduced Economic Mobility:** Right-to-work laws can also lead to reduced economic mobility, as workers have less bargaining power to negotiate for better wages and benefits, which can make it more difficult for workers to move up the economic ladder. For example, in states with right-to-work laws, workers may be more likely to be stuck in low-paying, low-skilled jobs. This can have a negative impact on the economy, as reduced economic mobility can lead to reduced productivity and innovation. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.
8. **Reduced Worker Rights:** Right-to-work laws can also lead to reduced worker rights, as unions have less bargaining power to negotiate for better working conditions and job security. For example, in states with right-to-work laws, workers may have less protection against discrimination and harassment. This can have a negative impact on the economy, as reduced worker rights can lead to reduced productivity and innovation. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.
9. **Reduced Public Services:** Right-to-work laws can also lead to reduced public services, as reduced union membership and bargaining power can lead to reduced funding for public services such as education and healthcare. For example, in states with right-to-work laws, public services may be underfunded, leading to overcrowded schools and hospitals. This can have a negative impact on the economy, as reduced public services can lead to reduced productivity and innovation. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as education and healthcare.
10. **Reduced Social and Economic Equality:** Right-to-work laws can also lead to reduced social and economic equality, as workers have less bargaining power to negotiate for better wages and benefits, which can lead to increased income inequality. For example, in states with right-to-work laws, the income gap between the rich and the poor may be wider. This can have a negative impact on the economy, as reduced social and economic equality can lead to reduced productivity and innovation. In the community, it can lead to increased poverty and a decrease in the standard of living. For individuals and families, it can mean less money to pay for necessities such as housing, healthcare, and education.





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## 10 Advantages of Labor Unions (RTW Laws = PRO Side)

For the upcoming contests, the PRO side is trying to prove that labor unions are desirable.

1. **Increased Wages and Benefits for Workers:** Labor unions have historically been able to negotiate better wages and benefits for their members than non-union workers, as they have the collective bargaining power to negotiate with employers. For example, unionized workers in the U.S. have historically had higher wages and better benefits, such as health insurance and retirement plans. This can have a positive impact on the economy, as higher wages and benefits can lead to increased consumer spending and demand for goods and services. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
2. **Improved Working Conditions:** Labor unions also have the power to negotiate better working conditions for their members, such as safer work environments, more reasonable hours, and more job security. For example, unionized workers in the U.S. have historically had better working conditions and job security than non-union workers. This can have a positive impact on the economy, as improved working conditions can lead to increased productivity and economic growth. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
3. **Increased Worker Representation:** Labor unions provide a means for workers to have a voice in the workplace and to have representation in decisions that affect their working conditions, such as wages, benefits, and working conditions. For example, unionized workers in the U.S. have historically had more representation in the workplace and have been able to have a say in decisions that affect their working conditions. This can have a positive impact on the economy, as increased representation can lead to increased productivity and economic growth. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more autonomy and control over their own lives and career choices.
4. **Greater Income Equality:** Labor unions have historically been able to negotiate higher wages and benefits for their members, which can help to reduce income inequality and provide a more level playing field for workers. For example, states with higher union membership rates have historically had less income inequality. This can have a positive impact on the economy, as greater income equality can lead to increased consumer spending and demand for goods and services. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
5. **Increased Worker Productivity:** Research has shown that labor unions can lead to increased worker productivity, as unionized workers have a stronger sense of commitment and motivation to their jobs. For example, unionized workers in the U.S. have historically had higher levels of productivity than non-union workers. This can have a positive impact on the economy, as increased productivity can lead to increased economic growth and higher wages. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.



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## 10 Advantages of Labor Unions (*Continued...*)

6. **Improved Workplace Safety:** Labor unions can negotiate for better safety standards in the workplace and can provide workers with training and resources to help prevent accidents and injuries on the job. For example, unionized workers in the U.S. have historically had better safety records than non-union workers. This can have a positive impact on the economy, as improved safety can lead to increased productivity and economic growth. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
7. **Greater Job Security:** Labor unions can negotiate for better job security for their members, such as protecting them from layoffs or unjust terminations. For example, unionized workers in the U.S. have historically had better job security than non-union workers. This can have a positive impact on the economy, as greater job security can lead to increased consumer spending and demand for goods and services because people are more secure in their jobs. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
8. **Access to Training and Education:** Labor unions can provide their members with training and education opportunities, which can help them to improve their skills and advance in their careers. For example, unionized workers in the U.S. have historically had access to training and education programs through their unions. This can have a positive impact on the economy, as improved skills and education can lead to increased productivity and economic growth. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
9. **Greater Social and Political Influence:** Labor unions can provide their members with greater social and political influence by lobbying for laws and policies that benefit workers and by participating in political campaigns and elections. For example, labor unions in the U.S. have historically been involved in lobbying for laws such as the minimum wage and the Affordable Care Act. This can have a positive impact on the economy, as laws and policies that benefit workers can lead to increased productivity and economic growth. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.
10. **Improved Standard of Living:** Labor unions can help to improve the standard of living for their members by negotiating for higher wages and benefits and by providing access to training and education opportunities. For example, unionized workers in the U.S. have historically had a higher standard of living than non-union workers. This can have a positive impact on the economy, as a higher standard of living can lead to increased consumer spending and demand for goods and services. In the community, it can lead to increased prosperity and a higher standard of living. For individuals and families, it can mean more money to pay for necessities such as housing, healthcare, and education.





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## 10 Disadvantages of Labor Unions (RTW Laws = CON Side)

For the upcoming contests, the CON side is trying to prove that labor unions are undesirable.

1. **Reduced Business Competitiveness:** Labor unions can increase labor costs for businesses, making them less competitive in the global market. This can lead to job losses and reduced economic growth. For example, states with higher union membership rates have historically had higher unemployment rates. This can have a negative impact on the economy, as reduced competitiveness can lead to decreased economic growth and fewer job opportunities. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.
2. **Limited Flexibility in the Labor Market:** Labor unions can make it more difficult for businesses to adapt to changing market conditions and can limit the flexibility of the labor market. For example, union contracts often include rigid rules and regulations that can make it difficult for businesses to respond to changes in demand. This can have a negative impact on the economy, as limited flexibility in the labor market can lead to decreased economic growth and fewer job opportunities. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.
3. **Reduced Productivity:** Labor unions can lead to reduced productivity, as unionized workers may have less motivation to work hard and be productive. For example, unionized workers in the U.S. have historically had lower levels of productivity than non-union workers. This can have a negative impact on the economy, as reduced productivity can lead to decreased economic growth and lower wages. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.
4. **Increased Labor Costs:** Labor unions can increase labor costs for businesses, which can lead to higher prices for goods and services and reduced economic growth. For example, unionized workers in the U.S. have historically been paid higher wages than non-union workers. This can have a negative impact on the economy, as increased labor costs can lead to decreased economic growth and fewer job opportunities. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.
5. **Reduced Job Opportunities:** Labor unions can make it more difficult for businesses to create new jobs, as union contracts often include strict rules and regulations that can make it difficult for businesses to expand or to create new jobs. For example, states with higher union membership rates have historically had higher unemployment rates. This can have a negative impact on the economy, as reduced job opportunities can lead to decreased economic growth and higher unemployment. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.



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## 10 Disadvantages of Labor Unions (Continued...)

6. **Limited Worker Mobility:** Labor unions can limit worker mobility by making it difficult for workers to change jobs or industries. For example, union contracts may include clauses that restrict workers from leaving their jobs or require them to pay penalties if they do. This can have a negative impact on the economy, as limited worker mobility can lead to decreased productivity and economic growth. In the community, it can lead to reduced opportunities for workers to find jobs that suit their skills and interests. For individuals and families, it can mean limited opportunities for career advancement and job satisfaction.
7. **Reduced Incentives for Innovation:** Labor unions can reduce incentives for innovation, as union contracts often include rigid rules and regulations that can make it difficult for businesses to implement new technologies or processes. For example, unionized businesses may have less incentive to invest in new technologies or processes that increase productivity. This can have a negative impact on the economy, as reduced incentives for innovation can lead to decreased economic growth and lower wages. In the community, it can lead to reduced opportunities for workers to gain new skills and advance in their careers. For individuals and families, it can mean limited opportunities for career advancement and job satisfaction.
8. **Increased Government Intervention:** Labor unions can lead to increased government intervention in the economy, as unions often lobby for laws and policies that benefit workers but can also limit the flexibility of the labor market. For example, unionized workers may lobby for laws such as the minimum wage or the Affordable Care Act. This can have a negative impact on the economy, as increased government intervention can lead to decreased economic growth and fewer job opportunities. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.
9. **Reduced Profitability for Businesses:** Labor unions can lead to reduced profitability for businesses, as union contracts often include higher wages and benefits that can increase labor costs and decrease competitiveness. For example, businesses with unionized employees may have less profits than non-unionized businesses. This can have a negative impact on the economy, as reduced profitability for businesses can lead to decreased economic growth and fewer job opportunities. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.
10. **Stagnation of Wages:** Labor unions can lead to stagnation of wages for non-unionized workers, as unionized workers often earn higher wages than non-unionized workers. This can lead to wage disparities and can make it difficult for non-unionized workers to compete for jobs. For example, in states with high union membership rates, non-unionized workers may have lower wages than those in states with low union membership rates. This can have a negative impact on the economy, as wage disparities can lead to decreased economic growth and higher poverty rates. In the community, it can lead to increased poverty and a lower standard of living. For individuals and families, it can mean fewer job opportunities and a lower standard of living.

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