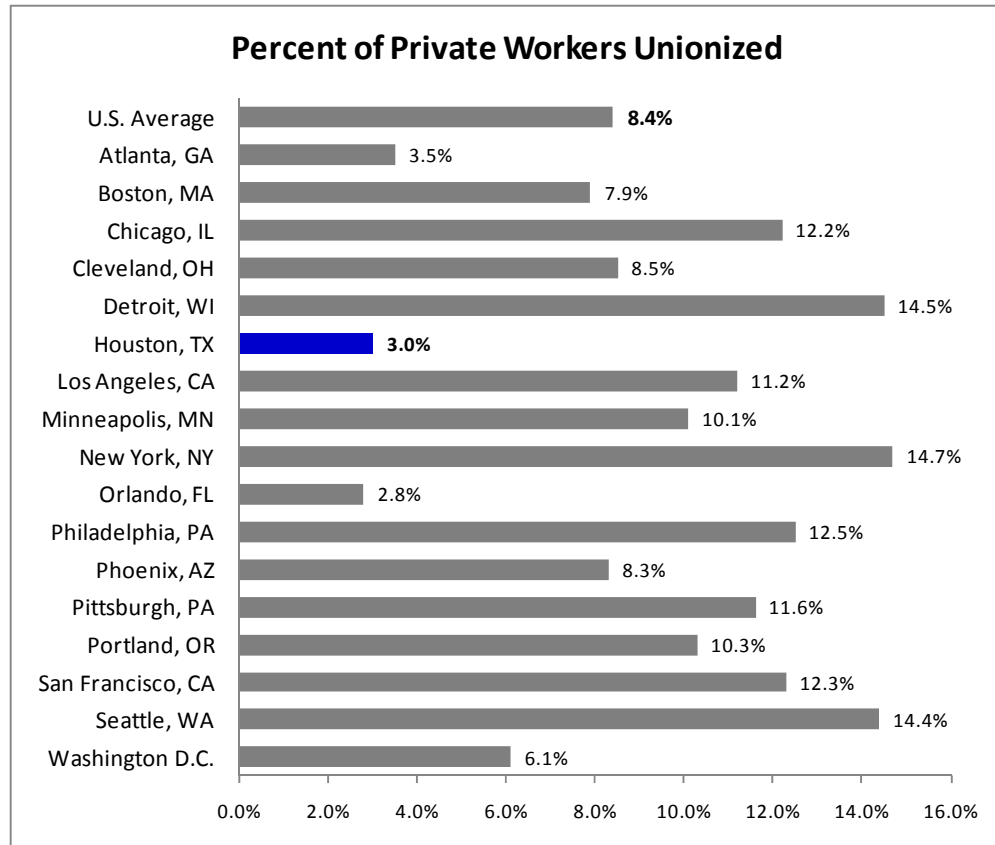


Unions

Union activity is low in Houston compared to other large U.S. urban metros and therefore work-stoppages and labor negotiations are rarely an issue for local employers.



Source: Union Membership and Earnings Data Book, 2009 Edition

- Texas is a right-to-work state, ensuring a choice among quality union and non-union skilled labor. State right-to-work laws secure the right of employees to decide whether to join or financially support a union.
- Union activity has slowed dramatically in the Houston region. The National Labor Relations Board downgraded the regional office in Houston to the status of field office and transferred many of its operations to Fort Worth.
- Between January 1, 2005 and August 21, 2009, there were only nine union elections held in the Houston MSA. A total of 660 workers were affected by these elections. During this same time period, the Houston MSA has experienced only one strike.

Right-to-Work

State	Right to Work State?
Arizona	Yes
California	No
Florida	Yes
Georgia	Yes
Illinois	No
Massachusetts	No
Minneapolis	No

State	Right to Work State?
New York	No
Ohio	No
Oregon	No
Pennsylvania	No
Texas	Yes
Washington	No
Wisconsin	No