



THE VOICE OF **RETAIL**

September 24, 2019

The Honorable Bobby Scott
Chairman
House Education and Labor Committee
2176 Rayburn House Office Building
Washington, D.C. 20515

The Honorable Virginia Foxx
Ranking Member
House Education and Labor Committee
2176 Rayburn House Office Building
Washington, D.C. 20515

Dear Chairman Scott and Ranking Member Foxx:

I write to share the National Retail Federation's strong opposition to H.R. 2474, the Protecting the Right to Organize (PRO) Act. NRF has significant concerns with this sweeping legislation and its infringement on both employee and employer rights. **Please note that NRF may consider votes on H.R. 2474 and related amendments as Opportunity Index Votes for our annual voting scorecard.**

NRF is the world's largest retail trade association, representing discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and Internet retailers from the United States and more than 45 countries. Retail is the nation's largest private sector employer, supporting one in four U.S. jobs – 42 million working Americans. Contributing \$2.6 trillion to annual GDP, retail is a daily barometer for the nation's economy.

The PRO Act seeks to fundamentally redefine labor relations by codifying radical proposals that have been rejected by the courts, the agencies charged with administering them and/or Congress. H.R. 2474 would eliminate workers' free choice in union elections, critical privacy rights and right-to-work protections. In addition, the bill would infringe on employers' due process rights, codify the controversial *Browning Ferris* joint employer standard, prohibit the use of arbitration for employment disputes, drastically reduce individuals' access to flexible work opportunities as independent contractors, interfere with employers' ability to secure legal advice on complex labor matters and strip away critical "secondary boycott" protections. These provisions and the many other extreme provisions included in the bill put the interests of labor unions before the rights of employees and employers and would create immense uncertainty in labor relations.

NRF stands ready to work with members of the Committee on policies that bolster employer and employee rights and support economic growth. However, H.R. 2474 would have serious consequences for employees, employers and the economy as a whole, and NRF strongly urges members to vote "Nay" on the legislation.

Sincerely,

A handwritten signature in black ink that reads "David French". The signature is stylized and cursive.

David French
Senior Vice President
Government Relations