

February 5, 2020

Dear Republican Colleague,

This week, the House will vote on H.R. 2474, the *Protecting the Right to Organize Act* (PRO Act), dangerous and radical legislation that will hurt workers and employers. This letter highlights just a few of the dozens of harmful provisions in the bill.

The PRO Act decreases accountability and increases the coercive power of union leaders, making instances of union corruption—like the growing scandal at the United Auto Workers (UAW) union—more common. In that scandal, more than a dozen UAW union leaders have been charged with money laundering, tax fraud, bribery, embezzlement, and other crimes; the two most recent former UAW Presidents have been implicated in a racketeering scheme; and the current UAW President is under investigation for accepting bribes. Should the PRO Act become law, all state right-to-work laws will be overturned, forcing millions of workers to pay hundreds of dollars per year to a union they do not want or need—meaning workers will be forced to fund union-boss corruption as a condition of employment.

The PRO Act makes California’s anti-independent contractor law federal law, but without the special-interest exemptions found in the California statute. Assembly Bill 5, the controversial California law, enacts an unnecessary, burdensome, and confusing legal standard for determining “employee” status. If Democrats have their way, the California standard will be imposed on workers across the country, depriving millions of Americans the opportunity to work independently and start their own businesses. This would jeopardize jobs ranging from truck drivers and web designers to musicians and freelance writers. Moreover, under the PRO Act, if an employer “misclassifies” an employee as an independent contractor, both the business and business owner can each face as much as \$100,000 in penalties.

American workers can kiss their privacy goodbye under the PRO Act. It forces employers to hand over employees’ personal information (phone numbers, home addresses, and more) to unions, regardless of whether a worker wants to join the union or share that information with a union organizer. So, workers will be subject to harassment and intimidation from union organizers, who will now be responsible for the security of this personal information which they will use to target workers more easily. The bill also undermines workers’ right to vote by secret ballot in union elections.

If these provisions weren’t worrisome enough, the PRO Act also allows unions to picket nearly any business in the country, eliminates employer rights during union negotiations, and imposes several Obama-era mandates that placed significant regulatory burdens on local businesses and job creators. Workers and employers across the country deserve far better than this misguided bill. I urge you to oppose the PRO Act. If you would like additional information, please contact Akash Chougule with the Committee on Education and Labor at [Akash.Chougule@mail.house.gov](mailto:Akash.Chougule@mail.house.gov).

Sincerely,