



VOTE NO The PRO Act

BACKGROUND:

- Union membership in the U.S. continues to plummet due to the modern economy, economic growth, rising wages, and unions' own failings. Workers' disenchantment with union representation has created a real crisis for union bosses.
- Instead of increasing transparency and accountability to serve their members better, labor union leaders are exerting their political influence to demand their allies in Congress enact the PRO Act (H.R. 2474).
- The PRO Act, far-reaching radical legislation, would force more workers into one-size-fits-all union contracts, subject more workers and job creators to union harassment, and increase disruptive and economically painful union strikes and boycotts. A recent report from the American Action Forum found **employers could face more than \$47 BILLION in new annual costs if the PRO Act becomes law.**

WHERE WE STAND:

- Federal law already protects employees' right to organize, and Republicans respect this right. Any reforms to U.S. labor laws should help workers, not union bosses. Unfortunately, the **PRO Act infringes on the rights of workers and employers alike and will hurt the economy by making it more difficult and costly to invest in American workers.**
- When the Education and Labor Committee considered H.R. 2474 in September, Democrats rejected, on party-line votes, 31 Republican amendments that would have protected worker and employer rights. Republicans have also introduced several bills this Congress to expand workers' rights.

THE PRO ACT IS A RADICAL UNION BOSS WISH LIST WHICH:

- Overturns right-to-work laws in 27 states, **forcing workers to pay millions of dollars from their hard-earned paychecks to labor unions**, even if they don't wish to be represented by a union or support union political advocacy.
 - From 2010 to 2018, unions sent more than \$1.6 billion in member dues—money intended for collective bargaining and worker representation—to hundreds of left-wing groups such as Planned Parenthood, the Clinton Foundation, and the Progressive Democrats of America, without workers having any say in the matter.
- Requires employers **to hand over reams of workers' private, personal information to union organizers, including home addresses, cellphone and landline numbers, personal email addresses, and more**—without the consent of workers.
 - By forcing this personal information to be shared, H.R. 2474 will subject workers to well-documented instances of harassment, intimidation, and deceit from union organizers.

THE PRO ACT IS OPPOSED BY THOUSANDS OF SMALL BUSINESS OWNERS AND COMPANIES, NATIONAL AND STATE TRADE ASSOCIATIONS, AND FREE MARKET ORGANIZATIONS AROUND THE COUNTRY.

- Takes away workers' rights to vote by secret ballot under certain circumstances and instead imposes a biased "card-check" scheme in which **workers could be unionized without the union winning a secret-ballot election.**
 - Every Member of Congress is elected by secret ballot, House Democrats elect their own caucus leadership by secret ballot, and Democrats even held up the USMCA trade deal to guarantee the right to a secret ballot for workers in Mexico. Yet, they want to deprive American workers of that same protection by passing the PRO Act.
- Eliminates longstanding polices that protect employers from certain union strikes which are currently illegal, and **allows unions to target any business in America**—pressuring companies to unionize by leveraging their business partners.
- Enacts unnecessary, burdensome, and confusing legal standards for determining joint employment and independent contractor status, or, in other words, who is an "employer" and "employee." The PRO Act deprives millions of Americans the opportunity to work independently and start their own businesses. Simply put, it means the **elimination of the franchise industry and sharing economy as we know it.**
- **Allows illegal immigrants to sue employers** and collect financial rewards far in excess of what legal employees can currently receive.
- For the first time ever, assesses penalties of up to \$100,000 on small businesses as well as on individual business owners for unfair labor practices, potentially **shuttering thousands of small businesses and bankrupting small business owners.**
- **Attacks the free-speech rights of employers** by denying employers the opportunity to be heard before the National Labor Relations Board (NLRB) on any matter pertaining to union representation. Only unions will be allowed to speak before the NLRB in these instances.
- Allows union elections to be held at locations other than the business being organized, making the **elections more susceptible to outside interference, coercion, and meddling.**
- Makes union bosses more powerful but less accountable to workers, **increasing the risk of union corruption and wrongdoing.** Since 2017, federal investigators have uncovered more than a decade of rampant corruption among the senior ranks of the United Auto Workers union, which has included money laundering, tax fraud, bribery, and embezzling workers' hard-earned union dues for lavish personal expenses.

BOTTOM LINE: This radical, backwards-looking bill will diminish the rights of workers and employers alike while harming the economy and providing a political gift to labor union special interests.