



February 28, 2023

Dear Representative:

The Retail Industry Leaders Association (RILA) urges Members of the House to oppose the Protecting the Right to Organize Act (PRO Act). In an attempt to rewrite the laws for organizing in the United States, the PRO Act would not only limit the rights of employers and workers but create substantial economic disruption by eliminating decades long checks on abusive activities by union leaders. RILA strongly opposes this legislation because it undermines the balanced relationship between workers and businesses in favor of organized labor.

RILA is the U.S. trade association for leading retailers. We convene decision-makers, advocate for the industry, and promote operational excellence and innovation. Our aim is to elevate a dynamic industry by transforming the environment in which retailers operate. RILA members include more than 200 retailers, product manufacturers, and service suppliers, which together account for more than \$1.5 trillion in annual sales, millions of American jobs, and more than 100,000 stores, manufacturing facilities, and distribution centers domestically and abroad.

Economic peace and prosperity are created by several factors—strong consumer demand and confidence, robust investment by businesses in labor and capital as well as legal and regulatory certainty. Leading retailers are making record investments in their workforces through wage increases, new benefits, and workforce development. Consumer demand remains strong as well, but the PRO Act risks economic uncertainty by repealing decades worth of regulatory and legal precedent. Specifically, the PRO Act seeks to repeal prohibitions on certain disruptive, and at times violent, union activities that created interstate economic havoc in the 1930's and 1940's — namely strikes and secondary boycott activities. These activities are unduly burdensome not only to the neutral business but also to the broader interstate commerce of the United States. For this reason, Congress overwhelmingly passed the Taft-Hartley Act to rightly outlaw intimidation involving union "threats," "coercion," and "restraints" against neutral employers. Congress needs to keep these failed and outdated labor laws in the past because they impede innovation, disrupt communication between employers and employees, and stifle the flow of commerce.

Leading retailers urge members of Congress to reject the PRO Act and instead work on building a 21st Century Workforce that has forward-thinking proposals that empower workers, promote innovation, and enable retailers to invest in their people and their communities. For more information, contact me at Evan.Armstrong@rila.org or visit <https://www.rila.org/focus-areas/human-resources/protecting-the-right-to-organize-act>.

Sincerely,

A handwritten signature in black ink, appearing to read "Evan Armstrong", with a stylized flourish at the end.

Evan Armstrong

Vice President, Workforce Policy

Retail Industry Leaders Association

