



COALITION FOR A  
**DEMOCRATIC WORKPLACE**

March 4, 2021

Dear Representative/Senator:

On behalf of the millions of American businesses concerned with the rights of their employees, the current economic situation, and the need for balance in federal regulation, the following 248 organizations write to express our opposition to the Protecting the Right to Organize (PRO) Act (H.R. 842/S. 420).

The PRO Act would drastically restructure America's labor laws resulting in economic upheaval that would cost millions of American jobs, threaten vital supply chains, and greatly diminish opportunities for entrepreneurs and small businesses. The bill's attempts to achieve its primary objectives of increasing union density and union leverage at the bargaining table without regard for the negative impacts the legislation would have on workers, businesses, and the economy. As a result, the bill threatens fundamental rights and vital aspects of our economy, including but not limited to:

- workers' right to choose whether or not to be represented by a union through secret ballot elections;
- workers' right to remove a union that has failed to adequately represent them;
- businesses and individuals' ability to contract with independent contractors and other businesses;
- workers' right to choose not to contribute to a union they do not support;
- Americans' opportunity to own a franchise business or work independently; and
- the government's ability to prevent unions from expanding a labor dispute with one employer to other businesses and consumers—a change that threatens to disrupt supply chains and/or projects that are vital to our national pandemic response.

Many of the bill's provisions would implement policies that have previously been rejected on a bipartisan basis in Congress, overturned by the judicial system, and withdrawn by the federal agencies.

The undersigned organizations remain committed to creating and supplying all Americans with the jobs, goods and services that are critical to our health and economic recovery from COVID-19. This legislation will only hinder our ability to meet that commitment.

For these reasons, we urge Congress to reject the PRO Act.

Sincerely,

The Coalition for a Democratic Workplace

AGC Colorado  
AGC Florida East Coast Chapter  
AGC Mississippi  
AGC of Alaska  
AGC of California  
AGC of Kansas  
AGC of Ohio  
AGC of SD Building Chapter  
AGC of South Dakota, Highway-Heavy-Utility Chapter  
AGC of Texas  
AGC of Virginia  
AGC of Western Kentucky  
AGC of Wyoming  
AGC Oregon-Columbia Chapter  
AGC San Diego  
Air Conditioning Contractors of America  
Alabama Associated General Contractors  
American Bakers Association  
American Foundry Society  
American Home Furnishings Alliance  
American Hotel & Lodging Association  
American Lighting Association  
American Mold Builders Association  
American Pipeline Contractors Association  
American Rental Association  
American Seniors Housing Association  
American Society of Employers  
American Staffing Association  
American Supply Association  
American Trucking Associations  
Americans for Tax Reform  
Argentum  
Arizona Builders Alliance  
Arizona Chapter, Associated General Contractors of America, Inc.  
Arkansas Ready Mixed Concrete Association  
Arkansas State Chamber of Commerce  
Associated Builders and Contractors  
Associated Builders and Contractors Alabama Chapter  
Associated Builders and Contractors Arkansas Chapter  
Associated Builders and Contractors Carolinas Chapter  
Associated Builders and Contractors Central California Chapter  
Associated Builders and Contractors Central Ohio Chapter  
Associated Builders and Contractors Central Pennsylvania Chapter  
Associated Builders and Contractors Central Texas Chapter

Associated Builders and Contractors Chesapeake Shores Chapter  
Associated Builders and Contractors Connecticut Chapter  
Associated Builders and Contractors Eastern Pennsylvania Chapter  
Associated Builders and Contractors Empire State Chapter  
Associated Builders and Contractors Florida East Coast Chapter  
Associated Builders and Contractors Florida First Coast Chapter  
Associated Builders and Contractors Florida Gulf Coast Chapter  
Associated Builders and Contractors Georgia Chapter  
Associated Builders and Contractors Greater Baltimore Chapter  
Associated Builders and Contractors Greater Houston Chapter  
Associated Builders and Contractors Greater Tennessee Chapter  
Associated Builders and Contractors Hawaii Chapter  
Associated Builders and Contractors Illinois Chapter  
Associated Builders and Contractors Indiana/Kentucky Chapter  
Associated Builders and Contractors Inland Pacific Chapter  
Associated Builders and Contractors Iowa Chapter  
Associated Builders and Contractors Keystone Chapter  
Associated Builders and Contractors Massachusetts Chapter  
Associated Builders and Contractors Metro Washington Chapter  
Associated Builders and Contractors Minnesota/North Dakota Chapter  
Associated Builders and Contractors Nevada Chapter  
Associated Builders and Contractors New Hampshire/Vermont Chapter  
Associated Builders and Contractors New Mexico Chapter  
Associated Builders and Contractors New Orleans/Bayou Chapter  
Associated Builders and Contractors North Alabama Chapter  
Associated Builders and Contractors Northern California Chapter  
Associated Builders and Contractors Northern Ohio Chapter  
Associated Builders and Contractors of Michigan  
Associated Builders and Contractors of Ohio  
Associated Builders and Contractors of Pennsylvania  
Associated Builders and Contractors Ohio Valley Chapter  
Associated Builders and Contractors Oklahoma Chapter  
Associated Builders and Contractors Pacific Northwest Chapter  
Associated Builders and Contractors Pelican Chapter  
Associated Builders and Contractors Rhode Island Chapter  
Associated Builders and Contractors San Diego Chapter  
Associated Builders and Contractors Southeast Texas Chapter  
Associated Builders and Contractors Southern California Chapter  
Associated Builders and Contractors Texas Gulf Coast Chapter  
Associated Builders and Contractors Texas Mid Coast Chapter  
Associated Builders and Contractors TEXO Chapter  
Associated Builders and Contractors Utah Chapter  
Associated Builders and Contractors Virginia Chapter  
Associated Builders and Contractors West Tennessee Chapter

Associated Builders and Contractors Western Michigan Chapter  
Associated Builders and Contractors Western Pennsylvania Chapter  
Associated Builders and Contractors Western Washington Chapter  
Associated Builders and Contractors Wisconsin Chapter  
Associated Contractors of New Mexico  
Associated Equipment Distributors  
Associated General Contractors  
Associated General Contractors of Georgia  
Associated General Contractors of Kentucky  
Associated General Contractors of Michigan  
Associated General Contractors of Minnesota  
Associated General Contractors of New York State  
Associated General Contractors of New Hampshire  
Associated General Contractors of North Dakota  
Associated General Contractors of Utah  
Associated General Contractors of Vermont  
Auto Care Association  
Brick Industry Association  
Business & Industry Association  
California Business Properties Association  
California Delivery Association  
Carolinas AGC  
Carolinas Ready Mixed Concrete Association  
Catapult - Formerly CAI & TEA  
CAWA - Representing the Automotive Parts Industry  
Coalition of Franchisee Associations  
Colorado Contractors Association  
Colorado Ready Mixed Concrete Association  
Construction Industry Round Table  
Consumer Technology Association  
Customized Logistics and Delivery Association  
Farm Equipment Manufacturers Association  
Financial Services Institute  
Florida Independent Concrete and Associated Products Association  
FMI – The Food Industry Association  
Franchise Business Services  
General Contractors Association of Hawaii  
Global Cold Chain Alliance  
Heating, Air-conditioning, & Refrigeration Distributors International  
Hensel Phelps  
HR Policy Association  
Illinois Retail Merchants Association  
Independent Electrical Contractors  
Independent Electrical Contractors Atlanta Chapter

Independent Electrical Contractors CenTex Chapter  
Independent Electrical Contractors Central Missouri Chapter  
Independent Electrical Contractors Central Pennsylvania Chapter  
Independent Electrical Contractors Chesapeake Chapter  
Independent Electrical Contractors Florida East Coast Chapter  
Independent Electrical Contractors Florida West Coast Chapter  
Independent Electrical Contractors Fort Worth/Tarrant County Chapter  
Independent Electrical Contractors Georgia Chapter  
Independent Electrical Contractors Greater Cincinnati Chapter  
Independent Electrical Contractors Greater Oregon Chapter  
Independent Electrical Contractors Greater Rio Grande Valley Chapter  
Independent Electrical Contractors Midwest Chapter  
Independent Electrical Contractors New Jersey Chapter  
Independent Electrical Contractors Northern New Mexico Chapter  
Independent Electrical Contractors Northern Ohio Chapter  
Independent Electrical Contractors Northwest Pennsylvania Chapter  
Independent Electrical Contractors of New England  
Independent Electrical Contractors of Texas  
Independent Electrical Contractors San Antonio Chapter  
Independent Electrical Contractors Southeast Missouri Chapter  
Independent Electrical Contractors Southern New Mexico Chapter  
Independent Electrical Contractors Texas Gulf Coast Chapter  
Independent Electrical Contractors Texas Panhandle Chapter  
Independent Electrical Contractors Western Colorado Chapter  
Independent Insurance Agents & Brokers of America  
Industrial Fasteners Institute  
Interlocking Concrete Pavement Institute  
International Council of Shopping Centers  
International Foodservice Distributors Association  
International Franchise Association  
International Warehouse Logistics Association  
Iowa Association of Business and Industry  
IPSE - The Association of Independent Workers  
Kentucky Concrete Association  
Leading Builders of America  
Littler Workplace Policy Institute  
Louisiana Retailers Association  
Maryland AGC  
Maryland Association of Chain Drug Stores  
Maryland Ready Mix Concrete Association  
Maryland Retailers Association  
Master Builders of Iowa  
Metals Service Center Institute  
Mississippi Valley AGC

Missouri Retailers Association  
Montana Contractors Association  
Motor & Equipment Manufacturers Association  
National Association of Electrical Distributors  
National Association of Home Builders  
National Association of Manufacturers  
National Association of Mutual Insurance Companies  
National Association of Wholesaler-Distributors  
National Club Association  
National Council of Chain Restaurants  
National Franchisee Association  
National Grocers Association  
National Lumber & Building Material Dealers Association  
National Marine Distributors Association  
National Multifamily Housing Council  
National Ready Mixed Concrete Association  
National Restaurant Association  
National Retail Federation  
National Roofing Contractors Association  
National Small Business Association  
National Stone, Sand and Gravel Association  
National Tooling and Machining Association  
National Utility Contractors Association  
Nevada Chapter AGC  
Nevada Contractors Association  
New Jersey Motor Truck Association  
New Jersey Retail Merchants Association  
NFIB  
North American Die Casting Association  
North Dakota Concrete Council  
North Dakota Petroleum Marketers Association  
North Dakota Propane Gas Association  
North Dakota Retail Association  
Ohio Concrete  
Ohio Contractors Association  
Oklahoma Municipal Contractors Association  
Oklahoma Ready Mixed Concrete Association  
Open Competition Center  
Outdoor Power Equipment and Engine Service Association  
Pennsylvania Retailers' Association  
Pincus Elevator Co. Inc.  
Plastics Industry Association  
Power and Communication Contractors Association  
Precision Machined Products Association

Precision Metalforming Association  
PRINTING United Alliance  
Promotional Products Association International  
R&O Construction  
Retail Association of Maine  
Retail Industry Leaders Association  
SNAC International  
South Florida AGC  
Southern Illinois Builders Association  
Tennessee Concrete Association  
The Maryland Food Industry Council  
Tile Roofing Industry Alliance  
Tri State Jewelers Association  
Truck Renting and Leasing Association  
Tucson Metro Chamber  
U.S. Chamber of Commerce  
Utah Ready-Mixed Concrete Association  
Virginia Ready Mixed Concrete Association  
Virginia Retail Federation  
Virginia Trucking Association  
Washington Aggregates and Concrete Association  
Washington Retail Association  
WCI, inc.  
West Texas AGC Chapter  
West Virginia Retailers Association  
Western Electrical Contractors Association  
Workforce Fairness Institute  
World Millwork Alliance