

# PRO ACT: STRIPS EMPLOYEES OF PRIVACY, VITAL RIGHTS AND POTENTIALLY THEIR JOB TO PAD UNION BOSS POCKETS

Overhauls time tested labor laws, subjecting Americans to intimidation and threats at home, work and online with devastating economic impacts

**Protecting the Right to Organize (PRO) Act aims to boost the number of dues paying union members at the expense of workers, small and local businesses, entrepreneurs and Main Street consumers.** The legislation attempts to implement policies that have been rejected by the judicial system, opposed on a bipartisan basis in Congress, and/or abandoned by the agencies asked to enforce them.

## PRO Act provisions invading employees' privacy, forcing businesses to close or put people out of job

- Eliminates informed choice for employees by prohibiting information from employers
- Erodes relations between employees and employers
- Eliminates right to a secret ballot
- Infringes on employee privacy rights
- Eliminates Employee right to opt out of unions

## THE FALL OUT IF PRO ACT BECOMES LAW:

**INVASION OF AMERICANS' PRIVACY AND LOSS OF VITAL RIGHTS:** The PRO Act would enable labor to deploy intimidation and threats to force employees to join unions. It would eliminate workers' choice in union elections and violate their privacy rights by forcing employers to turn over employees' personal contact information to union organizers. By removing right-to-work protections for millions of employees throughout the nation, including in the 28 states that have passed these laws, the PRO Act would eliminate their right to forgo joining a union. It could also eliminate labor elections, instead requiring employees to sign union authorization cards in front of colleagues and union organizers, thus violating their privacy rights. It would also require employers to share personal contact information of employees with labor organizers, including those who have chosen not to take part in the union. Labor organizers could show up at an individual's home, harass them on email, and even bully them on social media.

**FORCING SMALL BUSINESSES TO CLOSE AND SIGNIFICANT JOB LOSS:** The PRO Act would further devastate the U.S. economy during a time of economic turmoil by forcing many businesses to close permanently and would result in significant job loss. The PRO Act would drastically restructure the nation'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 struggling small businesses. It would threaten entire industries that have fueled innovation, entrepreneurship and job creation. Data shows The PRO Act could result in anywhere from approximately \$17 billion to more than \$33 billion in lost annual economic output within the franchise business sector, causing further economic hardship to the nation's already struggling small businesses.

**DEVASTATE INDEPENDENT CONTRACTORS, SELF-EMPLOYED AND GIG ECONOMY:** PRO Act would hinder opportunities for individuals to work independently through traditional independent contractor roles or gig economy platforms. It would import into the National Labor Relations Act (NLRA) the California Supreme Court's recently adopted and failed "ABC test" which makes it very difficult to qualify as an independent contractor. This would result in many workers losing independent contractor status and the freedom and flexibility that comes with it, such as determining their own hours, what work they choose to do and how they perform that work. Data found that implementing the so-called "ABC Test" standard could threaten as much as 8.5 percent of the nation's gross domestic product (GDP).