



COALITION FOR A **DEMOCRATIC WORKPLACE**

January 31, 2020

Dear Representative:

The Coalition for a Democratic Workplace (CDW) urges the House to reject the Protecting the Right to Organize (PRO) Act, H.R. 2474. In an attempt to increase union membership at any cost, the bill would make radical changes to well-established law, diminish employees' rights to privacy and association, destroy businesses, and threaten entire industries that have fueled innovation, entrepreneurship, and job creation. CDW strongly opposes this legislation.

CDW is a broad-based coalition of hundreds of organizations representing hundreds of thousands of employers and millions of employees in various industries across the country concerned with a long-standing effort by some in the labor movement to make radical changes to the National Labor Relations Act without regard to the severely negative impact they would have on employees, employers, and the economy. CDW was originally formed in 2005 in opposition to the so-called Employee Free Choice Act (EFCA)—a bill similar to the PRO Act—that would have stripped employees of the right to secret ballots in union representation elections and allowed arbitrators to set contract terms regardless of the consequence to workers or businesses.

Like EFCA, the PRO Act contains provisions that would allow arbitrators with no business experience and no accountability to set contract terms. The arbitrator's decision would be compulsory, regardless of whether the parties find the terms unacceptable or the arbitrator miscalculated what the company can actually afford. In fact, this type of binding arbitration in the public sector has been blamed for multiple municipal bankruptcies and for fueling the public sector pension crisis. Many states and municipalities have taken steps to eliminate or curb arbitrator authority in the wake of fiscally irresponsible arbitrator decisions. Unlike the public sector, private employers go out of business, and the PRO Act does not provide any recourse to employers and employees if the arbitrator's forced contract terms result in job loss or business closure.

The bill would also codify into law the controversial Browning-Ferris Industries joint-employer standard, exposing nearly every business relationship to liability for unlawful behavior committed by any entity with which they do business, such as contractors, suppliers, and franchisees. Out of fear of this increased responsibility, larger corporations will either hold back on assisting their franchisees, contractors, or suppliers, impose far more control over them, abandon the franchise model, or cease outsourcing work to smaller, more specialized businesses. In any of these circumstances, small business owners will feel the negative repercussions of this policy change, and the American dream will be far more difficult to achieve.

Similarly, the PRO Act would greatly narrow the circumstances under which an individual can work as an independent contractor, thus substantially diminishing opportunities for Americans to

find flexible ways to earn money on their schedule or start their own business. The provision threatens many opportunities in the gig economy and more traditional independent contractor roles.

Unfortunately, the bill also contains many provisions that strip workers of essential rights. Most importantly, the PRO Act limits employees' ability to choose or reject union representation through secret ballots, which was also a key provision in EFCA. Secret ballots are a vital component of a functioning democracy, but the PRO Act vastly increases the circumstances under which the government could impose union representation despite employees voting against such representation in a secret ballot election. The bill attempts to justify disregarding the election results by making the government-imposed union representation contingent on the fact that at some point in the past a majority of employees signed "authorization cards." This is known as "card check," a concept that was rightly rejected by Congress during the debate on EFCA. As members of Congress understood then, card check is no substitution for a secret ballot election. The process of collecting cards is a public one that is innately susceptible to coercion—where union organizers present employees with cards to sign in front of coworkers. Organizers are then free to share with employees who has or has not signed cards, needlessly exposing workers to intimidation and possibly harassment.

The PRO Act also violates employees' rights to privacy and association. The bill mandates employers provide the contact information for all employees *without* prior approval from the employees themselves to union organizers. Employees would not be able to opt out of this requirement and would not have a say in what, if any, contact information is provided, again exposing workers to potential harassment. H.R. 2474 also eliminates Right-to-Work protections nationwide, including in the twenty-seven states that have passed Right-to-Work laws, forcing workers to fund union activity they do not support.

Finally, employers' due process rights are entirely disregarded by the bill. Under the PRO Act, employers would not be able to challenge union misconduct during union elections, their right to counsel on complex labor laws would be practically eliminated, and secondary boycotts would be permitted, allowing unions to target neutral third parties and cause them economic injury even if those entities have no underlying labor dispute with the union.

This letter outlines only some of the nefarious provisions the PRO Act imposes on the American workforce. This bill tramples on rights and ignores the consequences of dangerous policies on our economy. CDW urges the House to reject emphatically and unequivocally this bill.

Sincerely,

The Coalition for a Democratic Workplace

Agricultural Retailers Association
Air Conditioning Contractors of America
Alabama Restaurant & Hospitality Alliance
Alabama Retail Association
American Bakers Association
American Foundry Society
American Home Furnishings Alliance
American Hotel & Lodging Association
American International Automobile Dealers Association
American Moving and Storage Association

American Pipeline Contractors Association
American Rental Association
American Seniors Housing Association
American Staffing Association
American Supply Association
American Trucking Associations
Argentum
Arizona Builders Alliance
Arizona Lodging & Tourism Association
Arizona Retailers Association
Arkansas Hospitality Association
Arkansas State Chamber of Commerce
Asian American Hotel Owners Association
Associated Builders and Contractors
Associated Builders and Contractors Alabama Chapter
Associated Builders and Contractors Alaska 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 Florida 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 Cornhusker Chapter
Associated Builders and Contractors Cumberland Valley Chapter
Associated Builders and Contractors Delaware 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 Michigan Chapter
Associated Builders and Contractors Greater Tennessee Chapter
Associated Builders and Contractors Hawaii Chapter
Associated Builders and Contractors Heart of America 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 Maine 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 Mississippi Chapter
Associated Builders and Contractors Nevada Chapter

Associated Builders and Contractors New Hampshire/Vermont Chapter
Associated Builders and Contractors New Jersey 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 North Florida Chapter
Associated Builders and Contractors Northern California Chapter
Associated Builders and Contractors Northern Ohio Chapter
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 Rocky Mountain Chapter
Associated Builders and Contractors San Diego Chapter
Associated Builders and Contractors South Texas Chapter
Associated Builders and Contractors Southeast Texas Chapter
Associated Builders and Contractors Southeastern Michigan Chapter
Associated Builders and Contractors Southern California Chapter
Associated Builders and Contractors Texas Coastal Bend 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 West Virginia 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 Equipment Distributors
Associated General Contractors
Associated Industries of Arkansas, Inc.
California Business Properties Association
California Hotel & Lodging Association
California Retailers Association
Capital Associated Industries, Inc.
Carpenter Co.
CAWA - Representing the Auto Parts Industry
Center for the Defense of Free Enterprise
Coalition of Franchisee Associations
Colorado Chamber of Commerce
Colorado Hotel & Lodging Association
Colorado Retail Council
Connecticut Lodging Association
Connecticut Retail Merchants Association
Consumer Technology Association
Delaware Hotel & Lodging Association
Employers Coalition of North Carolina
Farm Equipment Manufacturers Association

Florida Restaurant & Lodging Association
Florida Retail Federation
FMI - Food Marketing Institute
Franchise Business Services
Georgia Hotel & Lodging Association
Georgia Retail Association
Global Cold Chain Alliance
Heating, Air-conditioning, & Refrigeration Distributors International
Hospitality Maine
Hotel Association of New York City, Inc.
Hotel Association of Washington DC
HR Policy Association
Idaho Lodging & Restaurant Association
Idaho Retailers Association
Illinois Chamber of Commerce
Illinois Hotel & Lodging Association
Illinois Retail Merchants Association
Independent Electrical Contractors
Independent Electrical Contractors Arizona Chapter
Independent Electrical Contractors Atlanta Chapter
Independent Electrical Contractors CenTex Chapter
Independent Electrical Contractors Central Indiana Chapter
Independent Electrical Contractors Central Missouri Chapter
Independent Electrical Contractors Central Ohio Chapter
Independent Electrical Contractors Central Pennsylvania Chapter
Independent Electrical Contractors Chesapeake Chapter
Independent Electrical Contractors Dallas 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 St. Louis Chapter
Independent Electrical Contractors Kentucky & Southern Indiana Chapter
Independent Electrical Contractors Lubbock Chapter
Independent Electrical Contractors Mid-South Chapter
Independent Electrical Contractors Midwest Chapter
Independent Electrical Contractors Montana Chapter
Independent Electrical Contractors New England Chapter
Independent Electrical Contractors New Jersey Chapter
Independent Electrical Contractors Northern New Mexico Chapter
Independent Electrical Contractors Northwest Pennsylvania
Independent Electrical Contractors Oklahoma City Chapter
Independent Electrical Contractors Oregon Chapter
Independent Electrical Contractors Rocky Mountain Chapter
Independent Electrical Contractors San Antonio Chapter
Independent Electrical Contractors Southeast Missouri Chapter
Independent Electrical Contractors Southern Colorado Chapter
Independent Electrical Contractors Southern New Mexico Chapter
Independent Electrical Contractors Texas Chapter
Independent Electrical Contractors Wichita Chapter

Indiana Restaurant & Lodging Association
Indiana Retail Council
Industrial Fasteners Institute
Interlocking Concrete Pavement Institute
International Council of Shopping Centers
International Foodservice Distributors Association
International Franchise Association
International Sign Association
International Warehouse Logistics Association
Iowa Association of Business and Industry
Kentucky-Indiana Automotive Wholesalers
Littler Workplace Policy Institute
Louisiana Hotel & Lodging Association
Louisiana Retailers Association
Manufacturer & Business Association
Maryland Hotel & Lodging Association
Maryland Retailers Association
Massachusetts Lodging Association
Material Handling Equipment Distributors Association
Metals Service Center Institute
Michigan Restaurant & Lodging Association
Minnesota Grocers Association
Minnesota Lodging Association
Minnesota Retailers Association
Missouri Retailers Association
Montana Lodging & Hospitality Association
Motor & Equipment Manufacturers Association
National Apartment Association
National Association of Chemical 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 Contract Management Association
National Council of Chain Restaurants
National Demolition Association
National Federation of Independent Business
National Franchisee Association
National Grocers Association
National Lumber and Building Material Dealers Association
National Marine Distributors Association
National Multifamily Housing Council
National Pest Management Association
National Precast Concrete Association
National Ready Mixed Concrete Association
National Restaurant Association
National Retail Federation
National Roofing Contractors Association
National Small Business Association
National Tooling and Machining Association

National Utility Contractors Association
Nebraska Hotel & Lodging Association
Nebraska Retail Federation
Nevada Hotel and Lodging Association
Nevada Manufacturers Association
New Jersey Hotel & Lodging Association
New Jersey Independent Electrical Contractors
New Jersey Retail Merchants Association
New York State Hospitality & Tourism Association
North American Die Casting Association
North Carolina Chamber of Commerce
North Carolina Restaurant & Lodging Association
North Carolina Retail Merchants Association
Ohio Council of Retail Merchants
Ohio Equipment Distributors Association
Ohio Hotel & Lodging Association
Oklahoma Hotel & Lodging Association
Oregon Restaurant & Lodging Association
Outdoor Power Equipment and Engine Service Association
Pennsylvania Restaurant & Lodging Association
Pennsylvania Retailer's Association
Plastics Industry Association
Portland Cement Association
Power and Communication Contractors Association
Precision Machined Products Association
Precision Metalforming Association
Printing Industries of America
Retail Association of Maine
Retail Association of Nevada
Retail Council of New York State
Retail Industry Leaders Association
Retailers Association of Massachusetts
Rhode Island Hospitality Association
SNAC International
South Carolina Restaurant & Lodging Association
South Carolina Retail Association
St. Louis Area Hotel Association
Tennessee Hospitality & Tourism Association
Texas Hotel & Lodging Association
Texas Retailers Association
The Employers Association
TRSA – The Linen, Uniform and Facility Services Association
Truck Renting and Leasing Association
Tucson Metro Chamber
United Equipment Dealers Association
United Motorcoach Association
U.S. Chamber of Commerce
Utah Tourism Industry Association
Vermont Chamber of Commerce
Virginia Restaurant, Lodging, & Travel Association
Virginia Retail Federation

Virginia Trucking Association
Washington Hospitality Association
Washington Retail Association
WCI, Inc.
West Virginia Hospitality & Travel Association
West Virginia Retailers Association
Western Electrical Contractors Association
Wisconsin Hotel & Lodging Association
Workforce Fairness Institute
Wyoming Lodging & Restaurant Association