

## PRO ACT: SUBJECTING AMERICAN WORKERS TO UNION INTIMIDATION

By removing privacy protections and other vital rights, more American workers would be subjected to intimidation, threats, and even violence from union bosses.



The Protecting the Right to Organize (PRO) Act would enable labor to deploy intimidation and threatening tactics 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. The bill removes right-to-work protections for millions of employees throughout the nation, including the 27 states that have passed these laws, eliminating workers' right to forgo joining a union. The PRO Act could also eliminate private ballot unionization elections, instead requiring employees to sign union authorization cards in front of colleagues and union organizers, thus violating the workers' right to a private ballot. Additionally, the bill would require employers to share employees' personal contact information 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.

### DON'T THINK UNION INTIMIDATION HAPPENS IN AMERICA? GUESS AGAIN.

**Union pressures woman battling cancer into joining union, paying dues without disclosing membership fees and refusing to let her leave.** "A Twin Cities community college employee said a union representative for the American Federation of State, County and Municipal Employees Council (AFSCME) pulled her out of a workplace training session and pressured her into signing a dues-authorization form without telling her how much membership would cost or informing her of her right not to join .... She found later that the dues would cost about \$700 a year and reached out to the union the day after signing, saying she could not afford to pay because of expenses for cancer treatment she was undergoing. She says she was told she was locked in for the following year." ([Star Tribune](#), 9/17/19)

**Special needs teacher had \$1,500 taken out of her paycheck for union dues even after canceling membership. Union reps showed up at her classroom to bully her into staying.** "Special needs instructor Bethany Mendez has been fighting for months to escape the teacher's union in Fremont, California, but the school district continues to funnel a portion of her paycheck directly to the labor bank account. She joined four other public school educators in filing a federal class-action lawsuit Monday against the California Teachers Association to stop the forced collection of union dues ... Two union representatives came to her classroom seeking to persuade her to stay, but she 'told them she did not appreciate being bombarded with pro-union propaganda while at work,' according to the lawsuit." ([The Associated Press](#), 3/11/19)

**Former union organizer testified to Congress that "his union wanted him to use intimidation tactics to obtain signed cards."** "In February 2007, the House Committee on Education and Labor's Subcommittee on Health, Employment, Labor and Pensions held a hearing titled, 'Strengthening America's Middle Class through the Employee Free Choice Act.'... Former United Steelworkers union organizer Ricardo Torres testified about how his union wanted him to use intimidation tactics to obtain signed cards. Torres told the committee he quit his job with the union after a senior Steelworkers union official asked him to 'threaten migrant workers by telling them they would be reported to federal immigration officials if they refused to sign check-off cards during a Tennessee organizing drive.'" ([Mackinac Center For Public Policy](#), 10/22/19)

**Union threatens Navy shipbuilder workers for returning to work during strike. Suggested workers "should be drowned or hung."** "Navy shipbuilder Bath Iron Works (BIW) on Friday filed a charge with the National Labor Relations Board (NLRB) against striking union Local S6 for reportedly violating the National Labor Relations Act by threatening union members who elect to return to work. The Machinists' Local S6 union issued an alert warning message from leadership on Thursday, saying that anyone who chooses to cross the pickets will be fined after the strike is over. It also included harsh references to so-called scabs, suggesting they should be drowned or hung." ([News Center Maine](#), 7/10/20)

## **Union official sent to prison for ordering “violent attack”**

**on non-union crew building a school.** “U.S. District Court Judge Theresa L. Springmann imposed a 42-month sentence Wednesday on Jeffrey R. Veach, 57, of Portage. Veach was, until recently, president of the Portage-based Local 395 union of International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers. He resigned his union position and salary as required by his guilty plea Jan. 24 to organizing a violent attack against a non-union work crew that refused to join Local 395.” ([Northwest Indiana Times](#), 9/23/20)



## **Union Member: “It wasn’t enough that employees were being**

**harassed at work.”** “At the same hearing, Mike Ivey, a materials handler for Freightliner Custom Chassis Corporation, which the United Auto Workers tried to organize via card check in 2002, testified that the UAW obtained personal information on all of his company’s employees. ‘It wasn’t enough that employees were being harassed at work, but now they are receiving phone calls at home,’ he said. ‘The union’s organizers refuse to take “no” for an answer. Some employees have had five or more harassing visits from these union organizers. The only way, it seems, to stop the badgering and pressure is to sign the card.’” ([Mackinac Center For Public Policy](#), 10/22/19)

## **Employee harassed and intimidated to join union.**

“Ever since he started at Kohler, Mr. Herr’s been pressured repeatedly to become a member of Local 833.... And according to Mr. Herr, it went a troubling step beyond that to outright intimidation. At one point, Mr. Herr found a sign on the time clock at the plant. It listed 19 workers, former ‘scabs’ who had finally caved to the pressure and begun paying union dues... To really drive the point home, a note was attached that singled out Mr. Herr’s name in large, bold letters. It referred to him as a ‘pottery member who refuses to join the union,’ and labeled him pointedly as ‘Not a Union Brother.’ Worse, Mr. Herr says, Tim Tayloe, Local 833’s president, called him at work and threatened him while he was doing his job.” ([The Washington Times](#), 3/12/2018)

## **Baltimore Teacher Union used aggressive tactics to keep teachers out of school. Teacher said she “feared repercussions.”**

“The fight between the district and the unions is particularly heated in Baltimore City, where some teachers say the Baltimore Teachers Union has used aggressive tactics to keep teachers out of schools. This fall, a prekindergarten teacher decided to go back to her East Baltimore classroom ... she got phone calls from colleagues telling her to stay home and another staff member confronted her at school to deliver the same message. ‘It made me feel like I was a bad person for going against the union,’ the teacher said. ‘This was just for working in the building without students.’ She asked not to be identified, saying she feared repercussions.” ([The Baltimore Sun](#), 2/15/21)

## **Union threatens nurses for working at hospital during a strike. Told patient they were going to die if they entered. Racist remarks yelled at delivery driver.**

“Union nurses on strike at Saint Vincent Hospital have been intimidating other employees, patients and support staff – including a racist incident – the hospital is alleging .... The Worcester hospital told the Massachusetts Nurses Association in a letter Sunday nurses were yelling ‘I know where you park’ to nurse managers as they drove into the employee parking garage and texting pictures of wounds from burner phones to nurses as a way to call them scabs for working during the strike .... In one case, a boy and his father arriving for a coronavirus test before a sleep study were told they’d die if they entered. In another, racist remarks were allegedly yelled at a delivery driver.” ([Worcester Business Journal](#), 3/15/21)

## **Union “intimidated and badgered” nurse trying to leave the union.**

“A nurse says she was intimidated and badgered while collecting signatures for a petition to dissolve the union at Research Medical Center... ‘Union agents stood in front of the informational table, blocking it, and monopolized the employees’ time by loudly badgering them,’ the grievance states. ‘These actions prevented, or tended to prevent, other employees from approaching the table and intimidated, or tended to intimidate, employees from entering the room and approaching the table.’” ([The Kansas City Star](#), 5/29/18)

## **Union accused of hiring truck to follow Hospital CEO’s 10-year-old son’s school bus during strike.**

“The President and CEO of Albany Medical Center Hospital is alleging the New York State Nurses Association hired a truck to intimidate his 10-year-old son. In a video released Friday, Dr. Dennis McKenna says a truck recently passed by his son’s bus stop on multiple occasions and followed his son’s school bus. ‘Several children got home those days and told their parents about the truck following them to school,’ said McKenna. ‘I know a parent who called the company of the truck and they told her, that, yes, they were hired by NYSNA to follow my son’s bus to school. NYSNA...do you have no shame?’” ([WAMC](#), 12/5/20)