

March 7, 2023

Senator Bernie Sanders Chair Senate HELP Committee

Senator Bill Cassidy Ranking Member Senate HELP Committee

Dear Chair Sanders and Ranking Member Cassidy:

In light of the Senate Health, Education, Labor and Pensions Committee's upcoming hearing, "Defending the Right of Workers to Organize Unions Free from Illegal Corporate Union-Busting," the Coalition for a Democratic Workplace ("CDW") would like to draw to your attention several letters we sent to the committee in the 117th Session of Congress opposing the Protecting the Right to Organize ("PRO") Act, which was recently reintroduced.

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 focused on legislative and regulatory changes that impact national labor policy. This includes possible legislative changes to the National Labor Relations Act ("NLRA"), regulatory actions by the National Labor Relations Board ("NLRB"), and federal court decisions implementing the NLRA.

The PRO Act is a radical bill that includes numerous provisions that would violate workers' rights to free choice and privacy, infringe on employers' due process and free speech rights, cost millions of American jobs, and threaten American small businesses and vital supply chains. The PRO Act would drastically restructure America's labor laws in an attempt to increase union density and union leverage at the bargaining table and does so without regard for the negative impacts the legislation would have on workers, businesses, and the economy.

CDW has repeatedly raised our concerns with the PRO Act to the committee. On two separate occasions – March 4, 2021¹, and July 21, 2021² – hundreds of employer organizations joined CDW in pointing out the most dangerous provisions of the bill, demonstrating their potential consequences, and highlighting the public's broad disapproval of the proposed changes. These organizations represent nearly every industry in the economy and are based in nearly every Congressional district.

¹ Letter available at https://myprivateballot.com/wp-content/uploads/2021/03/CDW-PRO-Act-Opposition-Letter March-4 Update-1.pdf.

² Letter available at https://myprivateballot.com/wp-content/uploads/2021/07/CDW-PRO-Act-Senate-Hearing-Letter-July-2021.pdf.



As we explain in our letters, some of the more dangerous provisions of the bill would threaten fundamental rights, including:

- limiting the right of employees to vote for or against union representation via secret ballots and instead forcing them to vote in front of union organizers or colleagues, needlessly exposing them to harassment, intimidation, or coercion;
- limiting employers' free speech rights, which effectively silences debate on the pros and cons of union representation generally or a particular union at issue, despite the Supreme Court, circuit courts, and the NLRB itself protecting this fundamental right;
- allowing unions to choose a bargaining unit that maximizes its chances of winning a representation election rather than having the NLRB choose a unit that would promote a functional and stable bargaining relationship, effectively allowing unions to gerrymander the bargaining unit and disenfranchise other workers of their right to vote;
- requiring employers to give union organizers employees' personal information without approval from the employees themselves, including home addresses, phone numbers, email addresses, work shifts and locations, and job classifications, violating workers' privacy;
- drastically shortening representation election timeframes, ensuring workers do not have an opportunity to hear from all sides on unionization and potentially forcing them to vote on union representation without knowing all the facts; and
- eliminating right-to-work protections across the country, including in the twenty-seven states whose populations and representatives voted for and implemented such laws. (Right-to-work laws allow workers to choose not to pay union dues to a labor organization whose policies and advocacy efforts do not align with their own beliefs and ensure workers can continue to work without being forced to join a union.)

The bill also jeopardizes business models and entrepreneurial opportunities by:

- drastically limiting who can work as an independent contractor by imposing California's failed ABC test nationwide;
- codifying the controversial *Browning-Ferris Industries* joint-employer standard into law, despite that standard having devastating consequences on nearly all contractual relationships, from the franchise model to those between contractors and subcontractors and suppliers and vendors, and hampering businesses' efforts to implement "corporate responsibility" throughout their supply chains and operations; and
- reversing bans on intermittent strikes and secondary boycotts on neutral third parties, allowing unions to disrupt the economy and critical supply chains with constant threats of work stoppages against unionized and nonunionized businesses alike.

The PRO Act attempts to implement policies that have been rejected on a bipartisan basis in Congress, overturned by the judicial system, and withdrawn by the federal agencies this and previous administrations have attempted to use to implement the policies unilaterally.



If passed, this bill would have devastating consequences for the entire economy, every worker, and every business and entrepreneur. The committee should reject this bill, protect the rights of workers, and safeguard the economy from such disastrous policies.

Sincerely,

Kristen Swearingen

Chair

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



July 21, 2021

Dear Chair Murray and Ranking Member Burr and members of the U.S. Senate Committee on Health, Education, Labor and Pensions:

The Coalition for a Democratic Workplace (CDW), a broad-based coalition of hundreds of organizations representing hundreds of thousands of employers and millions of employees in various industries across the country, and the 280 undersigned organizations write in opposition to the Protecting the Right to Organize (PRO) Act, S. 420.

This radical legislation would violate workers' free choice and privacy rights, jeopardize industrial stability, cost millions of American jobs, threaten vital supply chains, and greatly hinder our economic recovery from COVID-19. The PRO Act includes dozens of provisions that would boost union membership and dues revenue streams at the expense of the rights of workers, employers, and consumers alike. Forbes Tate Partners (FTP) conducted a survey of over 1,000 registered voters and found that respondents overwhelmingly were concerned with the various policies of the bill, some of which are explained below.¹

The PRO Act would infringe on worker privacy and freedom of choice. The bill requires employers to give union organizers employees' personal information without prior approval from the employees themselves. This includes home addresses, phone numbers, email addresses, work shifts and locations, and job classifications. Employees couldn't opt out of this requirement or choose which information is shared, exposing them to potential harassment, intimidation tactics, stalking, and online bullying. FTP's survey found that 75% of respondents were concerned with this policy.

The PRO Act would also destabilize US industrial operations and the economy and threaten supply chains by reversing current bans on intermittent strikes and secondary boycotts. Under the PRO Act, unions would be able to conduct a series of short intermittent strikes to disrupt business operations if an employer doesn't concede to their demands, potentially disrupting the economy and critical supply chains, including those fundamental to our COVID-19 response. One of the fundamental goals of the National Labor Relations Act is to help ensure industrial peace. Intermittent strikes, however, would leave unionized and nonunionized employers alike in constant fear of work stoppages – further threatening the already fragile stability of our economy.

The PRO Act would also rescind all restrictions against "secondary boycotts," or activity used by unions to impose economic injury on neutral third parties, including consumers, companies, or other unions, that do business with a company involved in a labor dispute with the union. These activities were banned in the 1940s and 1950s after unions engaged in excessive and abusive tactics. Allowing secondary boycotts will once again expose all consumers, unions, and businesses to coercion, picketing, boycotts, and similar tactics.

Additionally, the bill drastically shortens the timeframe between union organizers petitioning for a union representation election and the holding of that election, ensuring employees do not have

¹ Survey results can be viewed at http://myprivateballot.com/wp-content/uploads/2021/06/PRO_Act-National-Survey-Summary-6.28.21.pdf.

adequate time to hear both sides of the debate over whether union representation is right for them. The PRO Act would greatly expand the National Labor Relations Board's power to force union representation on employers and employees without an election, depriving workers of their right to a vote.

The PRO Act would also eliminate right-to-work protections across the country, including in the twenty-seven states whose populations and representatives voted for and implemented such laws. Right-to-work laws allow workers to choose not to pay union dues to a labor organization whose policies and advocacy efforts do not align with their own beliefs. These laws ensure workers can continue to work without being forced to join a union. According to the FTP survey, 57% of registered voters believe workers should not be forced to join a union as a condition of employment, while 67% were concerned with the bill's efforts to eliminate right-to-work protections and force workers to choose between paying union dues or losing their jobs.

Furthermore, the PRO Act would impose nationwide California's recently adopted and failed "ABC test" to determine whether a worker is an employee or independent contractor. The ABC test makes it very difficult to qualify as an independent contractor, so nationwide application would result in many workers losing their independent contractor status. This is at odds with what independent contractors actually want. Time and again, these workers explain that they choose independent work for the flexibility and autonomy it offers. Additionally, the ABC test will force businesses that contract with such workers to no longer use them for various services out of fear of the liability such contracts could trigger. This would threaten small businesses that rely on those contracts. This policy was concerning to 70% of FTP's survey respondents.

Finally, the PRO Act would codify into law the NLRB's controversial 2015 *Browning-Ferris Industries (BFI)* decision that expanded and muddled the standard for determining when two separate entities are "joint-employers" under federal labor law. Joint-employers are mutually responsible for labor violations committed against the jointly employed workers as well as bargaining obligations with respect to those workers, so the liability associated with joint-employer status is immense. The *BFI* decision overturned decades of established labor law and undermined nearly every contractual relationship, from the franchise model to those between contractors and subcontractors and suppliers and vendors. The *BFI* standard also hampered businesses' efforts to encourage "corporate responsibility" throughout their supply chains and business partners. In FTP's survey, 65% of voters were concerned about the bill upending the franchise business model, a business ownership structure that attracts first time small business owners from a diverse range of backgrounds and experiences.

These are only a few of the dangerous policies included in the PRO Act. CDW and the 280 undersigned organizations urge the committee to reject this radical legislation and protect the rights of America's workers, small businesses, and consumers.

Sincerely,

The Coalition for a Democratic Workplace

AGC Florida East Coast

AGC Maine

AGC of California

AGC of Kansas

AGC of Kentucky

AGC of Metropolitan Washington DC

AGC of Minnesota

AGC of Ohio

AGC of South Dakota, Highway-Heavy-Utility Chapter

AGC of Wyoming

Air Conditioning Contractors of America

Alabama AGC

Alabama Restaurant & Hospitality Association

Alaska Cabaret, Hotel, Restaurant & Retailers Association

American Bakers Association

American Foundry Society

American Home Furnishings Alliance

American Hotel & Lodging 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 Association

Americans for Tax Reform

Arizona Builders Alliance

Arizona Restaurant Association

Arizona Rock Products Association

Arkansas Hospitality Association

Arkansas Ready Mixed Concrete 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 of Louisiana

Associated Builders and Contractors of Michigan

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 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 of America

Associated General Contractors of America, Nebraska Chapter

Associated General Contractors of Michigan

Associated General Contractors of NH

Associated General Contractors of Virginia

Associated General Contractors of Wisconsin

Associated General Contractors South Texas Chapter

Associated Industries of Arkansas, Inc.

Bidgesource, LLC

Brick Industry Association

California Restaurant Association

Carolinas AGC

Carolinas Ready Mixed Concrete Association

Catapult, Formerly CAI & TEA

CAWA - Representing the Automotive Parts Industry

Center for the Defense of Free Enterprise

Coalition of Franchisee Associations

Colorado Restaurant Association

Connecticut Restaurant Association

Consumer Technology Association

Delaware Restaurant Association

Education Market Association

Florida Restaurant & Lodging Association

FMI - The Food Industry Association

Foodservice Equipment Distributors Association

Franchise Business Services

Gases and Welding Distributors Association

Georgia Restaurant Association

Global Cold Chain Alliance

Global Market Development Center

Hawaii Restaurant Association

Heating, Air-conditioning, & Refrigeration Distributors International

Hospitality Maine

Hospitality Minnesota

Hospitality Tennessee

HR Policy Association

IAAPA, the Global Association for the Attractions Industry

ICSC - Innovating Commerce Serving Communities

Idaho Lodging & Restaurant Association

Illinois Restaurant Association

Independent Electrical Contractors

Independent Electrical Contractors Atlanta Chapter

Independent Electrical Contractors CenTex Chapter

Independent Electrical Contractors Central Ohio Chapter

Independent Electrical Contractors Central Pennsylvania Chapter

Independent Electrical Contractors Chesapeake Chapter

Independent Electrical Contractors East Texas Chapter

Independent Electrical Contractors Florida West Coast Chapter

Independent Electrical Contractors Fort Worth/Tarrant Co. Chapter

Independent Electrical Contractors Georgia Chapter

Independent Electrical Contractors Greater Cincinnati Chapter

Independent Electrical Contractors Indy Chapter

Independent Electrical Contractors Kentucky & So. Indiana Chapter

Independent Electrical Contractors Lubbock Chapter

Independent Electrical Contractors Midwest IEC 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 Chapter

Independent Electrical Contractors Oregon Chapter

Independent Electrical Contractors Texas Gulf Coast Chapter

Independent Electrical Contractors Wichita Chapter

Independent Professionals and Self Employed Association

Indiana Restaurant & Lodging Association

Industrial Fasteners Institute

Interlocking Concrete Pavement Institute

International Foodservice Distributors Association

International Franchise Association

International Warehouse Logistics Association

Iowa Association of Business and Industry

Iowa Restaurant Association

Kansas Chamber of Commerce

Kansas Restaurant & Hospitality Association

Kentucky Concrete Association

Kentucky Restaurant Association

Leading Builders of America

Littler Workplace Policy Institute

Louisiana AGC

Louisiana Restaurant Association

Manufactured Housing Institute

Maryland Ready Mix Concrete Association

Massachusetts Restaurant Association

Metals Service Center Institute

Michigan Concrete Association

Michigan Restaurant & Lodging Association

Mid-South Independent Electrical Contractors

Mississippi Hospitality & Restaurant Association

Missouri Restaurant Association

Modular Building Institute

Montana Contractors Association

Montana Restaurant Association

Motor & Equipment Manufacturers Association

National Apartment Association

National Association of Chain Drug Stores

National Association of Chemical Distributors

National Association of Home Builders

National Association of Manufacturers

National Association of Mutual Insurance Companies

National Association of Sporting Goods Wholesalers

National Association of Wholesaler-Distributors

National Club Association

National Council of Chain Restaurants

National Federation of Independent Business

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 & Gravel Association

National Tooling and Machining Association

National Utility Contractors Association

NATSO, Representing America's Travel Plazas and Truck Stops

Nebraska Restaurant Association

Nevada Chapter AGC

Nevada Restaurant Association

New Jersey Motor Truck Association

New Jersey Restaurant & Hospitality Association

New Mexico Restaurant Association

New York State Restaurant Association

North American Die Casting Association

North Carolina Restaurant & Lodging Association

North Dakota Hospitality Association

Ohio Hotel & Lodging Association

Ohio Restaurant Association

Oklahoma Aggregates Association

Oklahoma Restaurant Association

Open Competition Center

Oregon Restaurant & Lodging Association

Outdoor Power Equipment

Pennsylvania Restaurant & Lodging Association

Pet Industry Distributors Association

Petroleum Equipment Institute

Plastics Industry Association

Portland Cement Association

Power & Communication Contractors Association

Precision Machined Products Association

Precision Metalforming Association

PRINTING United Alliance

Promotional Products Association International

Puerto Rico Restaurant Association

Restaurant Association of Maryland

Restaurant Association of Metropolitan Washington

Retail Industry Leaders Association

Rhode Island Hospitality Association

SNAC International

South Carolina Restaurant & Lodging Association

South Dakota Retailers Association

Southern Illinois Builders Association

Texas Restaurant Association

TEXO, The Construction Association

The Associated General Contractors of Texas

The Coalition for a Democratic Workplace

Tile Roofing Industry Alliance

Truck Renting and Leasing Association

U.S. Chamber of Commerce

United Motorcoach Association

Utah Restaurant Association

Virginia Manufacturers Association

Virginia Ready Mixed Concrete Association
Virginia Restaurant, Lodging & Travel Association
Virginia Trucking Association
West Virginia Hospitality & Travel Association
Western Carolina Industries
Western Electrical Contractors Association
Western Growers
Wisconsin Ready Mixed Concrete Association
Wisconsin Restaurant Association
Workforce Fairness Institute
Wyoming Lodging & Restaurant Association

cc: Members of the Senate HELP Committee