



PRO Act of 2019

This bill would:

Restrict an employee's ability to accept or reject union representation through a secret ballot.

Require employers to provide personal contact information for all employees to union organizers, which would infringe upon the employer-employee relationship.

Allow unions to participate in secondary boycotts throughout the supply chain, which would inflict economic damage on small businesses that have nothing to do with a labor dispute.

Abolish state "Right to Work" laws by eliminating section 14(b) of the National Labor Relations Act (NLRA) and would require all employees to contribute fees to a labor organization even if the employee is not a member of the labor organization.

Codify the National Labor Relation Board's (NLRB's) Browning-Ferris Industries joint-employer standard, which would threaten to compromise the small business-subcontractor relationship.

Impose reporting requirements that would breach small business owner-attorney confidentiality.

NFIB opposes H.R. 2474, the Protecting the Right to Organize (PRO) Act of 2019, which would take away a worker's right to a secret ballot, compromises the privacy of millions of Americans, exposes small businesses to costly boycotts and protests, and significantly restricts the use of independent contractors. This legislation has been rejected by the courts and opposed by Congress for decades.

The PRO Act of 2019 would upend long-standing employment law in favor of labor unions at the expense of small businesses and their employees.

For the latest news, visit [NFIB.com/biglaborthreat](https://www.nfib.com/biglaborthreat)

According to the NFIB Member Ballot



of NFIB members agree that employers should not be required to recognize unions by way of signed authorization cards.



of NFIB members oppose requiring employers to provide the personal contact information of their employees to union organizers.



of NFIB members oppose allowing unions to picket an employer's suppliers and customers during a labor dispute.



of NFIB members support a national right-to-work law.



of NFIB members oppose requiring a contractor to be responsible for a subcontractor's hiring practices.



of NFIB members oppose limiting the ability of employers to speak to their workers during union campaigns and elections.

There is Nothing Pro-Worker in the PRO Act

February 05, 2020

Labor unions have been in decline for decades. But now the Protecting the Right to Organize, or PRO Act, under consideration in Congress is working to rebuild union membership by fundamentally changing how union elections are held. Perhaps, **most concerning for small businesses is that the PRO Act would eliminate the secret ballot process, creating an environment ripe for coercion.**

Now is the time to contact your elected officials in the U.S. House of Representatives and ask them to oppose the PRO Act, H.R. 2474.

Specifically, the PRO Act delivers even more power to the National Labor Relations Board (NLRB), which oversees union elections.

If a union loses an election in a workplace, it can file a complaint with the NLRB claiming the employer interfered in the election process – whether or not that’s true.

Once the complaint is filed, regardless of merit, and the NLRB obtains authorization cards from a majority of workers. It can simply nullify the election and establish the union. This takes away the right to a secret ballot election.

What’s more, the PRO Act would require employers to share their employees’ private contact information with union organizers in advance of an election without the employees’ consent. Furthermore, the PRO Act would allow union members to boycott anyone in a supply chain even if they don’t work directly for the company.

This bill doesn’t stop there. It also includes restrictions on the use of subcontractors and requires employees in heavily unionized industries to pay dues whether or not they are part of the union. This is known as a “closed shop.”

“The PRO Act is a union wish list that will hurt workers, consumers, small businesses, and the economy,” said Brad Close, NFIB Acting President.

Small businesses work hard to attract, train, and retain its workforce. H.R. 2474 would be a gift to unions that would hurt both employers and employees.

This is why we need you to take action. If you have not already urged your representative to vote NO on H.R. 2474, the PRO Act, please contact them today and make sure they know to oppose this legislation.

