



Great Public Schools
for Every Student

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February 6, 2020

U.S. House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of the 3 million members of the National Education Association who work in schools and on college campuses in 14,000 communities, we urge you to vote YES on the Protect the Right to Organize Act (H.R. 2474). Votes associated with this issue may be included in NEA's Report Card for the 116th Congress.

Collective bargaining is crucial in providing working people with a voice in the workplace and a means for improving their families' financial circumstances. The freedom to collectively bargain, in both the public and the private sectors, helps reduce income inequality and assists low- and middle-income workers in sharing in economic growth. However, according to Bureau of Labor statistics, only 6.2 percent of workers in the private sector were union members in 2019. Employers' hostility to union organizing is largely to blame for the declining number of private-sector union members. This negatively affects working families and our nation's economic viability. The PRO Act will take several steps to reduce the barriers to private-sector union organizing, including:

- Revising the definition of "employee" and "supervisor" to prevent employers from classifying employees as exempt from labor law protections;
- Expanding unfair labor practices to include prohibitions against replacement of or discrimination against workers who participate in strikes;
- Making it an unfair labor practice to require or coerce employees to attend employer meetings designed to discourage union membership an unfair labor practice; and
- Allowing injunctions against employers engaging in unfair labor practices involving discharge or serious economic harm to an employee.

All working families deserve financial stability and the ability to negotiate to improve their circumstances. The right to organize is essential to these, and to our nation's overall economic health. We urge you to vote YES on the PRO Act to help remove barriers to organizing in the private sector.

Sincerely,

Marc Egan
Director of Government Relations
National Education Association