

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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March 5, 2021

## Via Electronic Transmission

U.S. House of Representatives  
Washington, DC 20515

Dear Representative:

On behalf of the 1.4 million members of the International Brotherhood of Teamsters, I am writing to state our strong support for H.R. 842, the Protecting the Right to Organize Act (PRO Act). I urge you to support this critical legislation and to oppose any weakening amendments and any motion to recommit when H.R. 842 comes to the House floor this week. The Teamsters Union believes that this legislation is critically important to rebuilding the middle class and to begin reversing decades of income inequality and the erosion of worker rights.

Today, the economy is not working for working people and their families. Wages have stagnated for workers across the economy, while income has skyrocketed for CEO's and the wealthiest one percent. In large measure, this inequality is the result of a loss of bargaining power and the erosion of workers' ability to exercise their rights on the job.

Today, when workers make the decision to stand together and bargain with their employer for improved working conditions, the deck is stacked against them from day one. Under current law, unscrupulous employers, armed with limitless funds, routinely violate the National Labor Relations Act (NLRA) and block workers' ability to exercise their right to bargain for better wages and better working conditions with impunity. The Protecting the Right to Organize Act is an important

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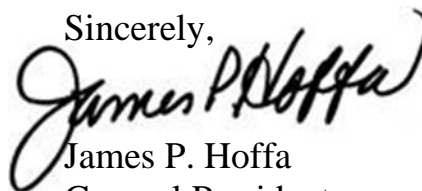
step forward for workers' rights, rebuilding the middle class, and addressing inequality. It would restore and strengthen worker protections which have been eroded over the years.

The Protecting the Right to Organize Act addresses several major weaknesses in current law. The legislation enacts meaningful, enforceable penalties on employers who break the law and gives workers a private right of action if they've been terminated for union activity. The bill would make elections fairer by prohibiting employers from using coercive activities like "captive audience" meetings and by preventing employers from hiring permanent replacements of workers who exercise their right to strike. It would establish a process for mediation and arbitration to stop stalling tactics at the bargaining table and help parties achieve a first contract. Importantly, the bill also addresses rampant intentional misclassification and ensures that misclassified workers are not deprived of their right to form a union under the NLRA.

Research shows that workers want unions. However, there is a huge gap between the share of workers with union representation and the share of workers that would like to have a union and a voice on the job. The PRO Act would take a major step forward in closing that gap, addressing income inequality, and ultimately growing a strong middle class.

I urge you to demonstrate to the American people that workers and their rights are a priority for this Congress. I hope I can tell our members that you stood with them and other workers in their efforts to achieve meaningful worker rights and protections and better wages and working conditions. The Teamsters Union urges you to vote yes on H.R. 842 and to oppose all efforts to weaken this bill by amendment.

Sincerely,

A handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive, flowing style.

James P. Hoffa  
General President

JPH/jo