



February 9, 2023

Via Email

U.S. House of Representatives
Washington, D.C. 20515

RE: United Steelworkers urges original support of the Protecting the Right to Organize Act.

Dear Representative:

The United Steelworkers (USW), the largest industrial manufacturing union in North America, urges you to be an original co-sponsor of the bipartisan Protecting the Right to Organize (PRO) Act.

The National Labor Relations Act (NLRA), which has been part of U.S. law since 1935, has in its findings a simple statement of federal policy that must be honored. "It is declared to be the policy of the United States to ... encourage[e] the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection."¹

Unfortunately for many workers, both Democrat and Republican, the policies laid out in the NLRA are unavailable to them because of inadequate protections against modern tactics deployed by employers to undermine workers' choice in forming a union and getting a contract. The PRO Act, which has passed the House of Representatives in the 116th and 117th Congresses with bipartisan support, will strengthen and modernize our nation's organizing laws.

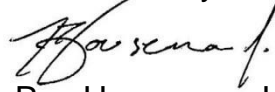
The legislation establishes civil penalties for employers who illegally retaliate against workers for protected union activity and provides terminated employees with a private right of action. It prohibits employers from permanently replacing or discriminating against striking workers and from forcing employees to attend anti-union meetings as a condition of their employment.

¹ [U.S. National Labor Relations Board](#), "National Labor Relations Act", Accessed January 30, 2023.

With some of the most significant labor reforms the country has seen in over eighty-eight years, the PRO Act targets loopholes in worker organizing laws. The legislation, should it become law, would help ensure companies fairly negotiate and are held accountable during the collective bargaining process. It also protects the achievements of newly organized workers by establishing a much-needed process for first contract between companies and newly certified unions, allowing for mediation, and when necessary, binding arbitration.

When workers choose to use systems set up by our government that allow for a voice at the job, they should work in a timely and efficient manner. The PRO Act will re-establish that pact between Government, employer, and worker. The USW urges you to become an original cosponsor of the bipartisan PRO Act by sending an email to Dhrtvan Sherman at dhrtvan.sherman@mail.house.gov. If you have any questions regarding the PRO Act, please do not hesitate to reach out to Kyle deCant at kyle.decant@mail.house.gov or our Legislative and Policy Department at (202) 778-4384.

Sincerely,



Roy Houseman Jr.