



INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS AFL-CIO & CLC

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May 6, 2019,

Dear Representative:

On behalf of 90,000 workers represented by the International Federation of Professional and Technical Engineers (IFPTE), we ask you to support H.R.2474, the Protecting the Right to Organize Act (PRO Act), sponsored by House Education and Labor Committee Chairman Bobby Scott. IFPTE strongly believes this bill restores and protects workers' rights to organize and collectively bargain in their workplaces and we urge you to cosponsor the PRO Act if you have not done so already.

Workers seeking to organize unions with IFPTE have had to overcome intimidation, retaliation, employers' delaying tactics, public relations campaigns intended to discourage workers from organizing by instilling fear, and threats of closing shop should employees vote to form a union. IFPTE members who have voted to form unions also have witnessed employers stall negotiations for a first contract, a tactic meant to undermine support for new unions. While many of these tactics involve violations of the letter and intent of existing labor laws, employers engage in these practices time and again, interfering or denying workers the right to choose to bargain collectively.

If enacted, The PRO Act would counter the all too common anti-union intimidation tactics that workers in union organizing campaigns and first contract negotiations are subjected to. This bill meaningfully restores workers' rights to determine for themselves if they want union representation by allowing the National Labor Relations Board (NLRB) to certify a union after a majority authorization card sign-up process if the NLRB finds that the employer has interfered in a representation election. Provisions in the bill also allow the union or the employer to request a mediation-arbitration process for first contract negotiations that take longer than 90 days. Language in this bill to reinstate the "persuader rule" reporting requirements for employers' anti-union consultants will help workers make informed choices when they receive information from their employers. By clarifying and updating the National Labor Relations Act's definitions for employee, supervisor, and employer, the PRO Act closes loopholes that allow employers to misclassify workers and prevents employers from dodging joint employer liability. Furthermore, this bill gives the NLRB the authority to conduct economic analysis as it sets policies and regulations, increases penalties against employers who violate the National Labor Relations Act, requires employers to reinstate workers while the NLRB investigates the retaliatory firing, and gives unions the ability to collect fair-share fees.

For all the reasons above, IFPTE urges you to cosponsor the PRO Act, H.R. 2474, if you have not done so already. Thank you for your consideration. Should you have any questions, please feel free to contact either of us or IFPTE legislative representative Faraz Khan at (202) 239-4880.

Sincerely,

Paul Shearon,
President

Matthew Biggs,
Secretary-Treasurer/Legislative Director