



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

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**PAUL SHEARON**  
President

**MATTHEW S. BIGGS**  
Secretary-Treasurer

February 4, 2021

Dear Representative:

On behalf of 90,000 workers represented by the International Federation of Professional and Technical Engineers (IFPTE), we urge you to support and – if you have not already – cosponsor the Protecting the Right to Organize Act of 2021 (PRO Act). The bipartisan PRO Act, sponsored by House Education and Labor Chair Bobby Scott, restores the original intent of the National Labor Relations Act of 1935 (NLRA) and levels the playing field between workers who want to form unions and employers who exploit weaknesses in the current law to frustrate union organizing drives and interfere with workers' legal rights to organize and bargain collectively.

If enacted, the PRO Act would counter the all-too-common anti-union intimidation tactics that workers who are organizing a union are subjected to. For example, upwards of 50 professionals employed by Animal Legal Defense Fund (ALDF) are currently engaged in an organizing effort with the Nonprofit Professional Employees Union-IFPTE Local 70 (NPEU) to create a workplace that is anti-racist, cooperative, equitable, inclusive, just, respectful, and transparent. These are attorneys, legislative affairs professionals, and communications professionals whose personal and professional dedication to their work ties their working conditions to ALDF's mission. Unfortunately, the employer has decided to hire an anti-union law firm to engage in some of the very anti-worker behavior that this bill seeks to correct. This includes activities such as weekly mandatory all-staff captive audience meetings and anti-union communication filled with misinformation and intimidation aimed at discouraging union activity.

This bill meaningfully restores workers' rights to determine for themselves if they want a union by providing a fair process for union recognition if the National Labor Relations Board (NLRB) determines that the employer illegally interfered with the union 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 that prohibits captive audience meetings and reinstates the employer requirement to disclose any hiring of anti-union consultants will help workers make informed choices when they receive information from their employers. By clarifying and updating the NLRA'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 NLRA, 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 we request you support and commit to voting for the PRO Act. Should you have any questions, please feel free to contact either of us or IFPTE legislative representative Faraz Khan at (301) 275-6038.

Sincerely,

Paul Shearon  
President

Matthew Biggs  
Secretary-Treasurer/Legislative Director

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