



COALITION FOR A
DEMOCRATIC WORKPLACE

March 4, 2021

Dear Representative/Senator:

On behalf of the millions of American businesses concerned with the rights of their employees, the current economic situation, and the need for balance in federal regulation, the following 248 organizations write to express our opposition to the Protecting the Right to Organize (PRO) Act (H.R. 842/S. 420).

The PRO Act would drastically restructure America's labor laws resulting in economic upheaval that would cost millions of American jobs, threaten vital supply chains, and greatly diminish opportunities for entrepreneurs and small businesses. The bill's attempts to achieve its primary objectives of increasing union density and union leverage at the bargaining table without regard for the negative impacts the legislation would have on workers, businesses, and the economy. As a result, the bill threatens fundamental rights and vital aspects of our economy, including but not limited to:

- workers' right to choose whether or not to be represented by a union through secret ballot elections;
- workers' right to remove a union that has failed to adequately represent them;
- businesses and individuals' ability to contract with independent contractors and other businesses;
- workers' right to choose not to contribute to a union they do not support;
- Americans' opportunity to own a franchise business or work independently; and
- the government's ability to prevent unions from expanding a labor dispute with one employer to other businesses and consumers—a change that threatens to disrupt supply chains and/or projects that are vital to our national pandemic response.

Many of the bill's provisions would implement policies that have previously been rejected on a bipartisan basis in Congress, overturned by the judicial system, and withdrawn by the federal agencies.

The undersigned organizations remain committed to creating and supplying all Americans with the jobs, goods and services that are critical to our health and economic recovery from COVID-19. This legislation will only hinder our ability to meet that commitment.

For these reasons, we urge Congress to reject the PRO Act.

Sincerely,

The Coalition for a Democratic Workplace

AGC Colorado
AGC Florida East Coast Chapter
AGC Mississippi
AGC of Alaska
AGC of California
AGC of Kansas
AGC of Ohio
AGC of SD Building Chapter
AGC of South Dakota, Highway-Heavy-Utility Chapter
AGC of Texas
AGC of Virginia
AGC of Western Kentucky
AGC of Wyoming
AGC Oregon-Columbia Chapter
AGC San Diego
Air Conditioning Contractors of America
Alabama Associated General Contractors
American Bakers Association
American Foundry Society
American Home Furnishings Alliance
American Hotel & Lodging Association
American Lighting Association
American Mold Builders Association
American Pipeline Contractors Association
American Rental Association
American Seniors Housing Association
American Society of Employers
American Staffing Association
American Supply Association
American Trucking Associations
Americans for Tax Reform
Argentum
Arizona Builders Alliance
Arizona Chapter, Associated General Contractors of America, Inc.
Arkansas Ready Mixed Concrete Association
Arkansas State Chamber of Commerce
Associated Builders and Contractors
Associated Builders and Contractors Arkansas Chapter
Associated Builders and Contractors Carolinas Chapter
Associated Builders and Contractors Central California Chapter
Associated Builders and Contractors Central Ohio Chapter
Associated Builders and Contractors Central Pennsylvania Chapter
Associated Builders and Contractors Central Texas Chapter
Associated Builders and Contractors Chesapeake Shores Chapter

Associated Builders and Contractors Connecticut Chapter
Associated Builders and Contractors Eastern Pennsylvania Chapter
Associated Builders and Contractors Empire State Chapter
Associated Builders and Contractors Florida East Coast Chapter
Associated Builders and Contractors Florida First Coast Chapter
Associated Builders and Contractors Florida Gulf Coast Chapter
Associated Builders and Contractors Georgia Chapter
Associated Builders and Contractors Greater Baltimore Chapter
Associated Builders and Contractors Greater Houston Chapter
Associated Builders and Contractors Greater Tennessee Chapter
Associated Builders and Contractors Hawaii Chapter
Associated Builders and Contractors Illinois Chapter
Associated Builders and Contractors Indiana/Kentucky Chapter
Associated Builders and Contractors Inland Pacific Chapter
Associated Builders and Contractors Iowa Chapter
Associated Builders and Contractors Keystone Chapter
Associated Builders and Contractors Massachusetts Chapter
Associated Builders and Contractors Metro Washington Chapter
Associated Builders and Contractors Minnesota/North Dakota Chapter
Associated Builders and Contractors Nevada Chapter
Associated Builders and Contractors New Hampshire/Vermont Chapter
Associated Builders and Contractors New Mexico Chapter
Associated Builders and Contractors New Orleans/Bayou Chapter
Associated Builders and Contractors North Alabama Chapter
Associated Builders and Contractors Northern California Chapter
Associated Builders and Contractors Northern Ohio Chapter
Associated Builders and Contractors of Michigan
Associated Builders and Contractors of Ohio
Associated Builders and Contractors of Pennsylvania
Associated Builders and Contractors Ohio Valley Chapter
Associated Builders and Contractors Oklahoma Chapter
Associated Builders and Contractors Pacific Northwest Chapter
Associated Builders and Contractors Pelican Chapter
Associated Builders and Contractors San Diego Chapter
Associated Builders and Contractors Southeast Texas Chapter
Associated Builders and Contractors Southern California Chapter
Associated Builders and Contractors Texas Gulf Coast Chapter
Associated Builders and Contractors Texas Mid Coast Chapter
Associated Builders and Contractors TEXO Chapter
Associated Builders and Contractors Utah Chapter
Associated Builders and Contractors Virginia Chapter
Associated Builders and Contractors West Tennessee Chapter
Associated Builders and Contractors Western Michigan Chapter
Associated Builders and Contractors Western Pennsylvania Chapter

Associated Builders and Contractors Western Washington Chapter
Associated Builders and Contractors Wisconsin Chapter
Associated Equipment Distributors
Associated General Contractors
Associated General Contractors of Georgia
Associated General Contractors of Kentucky
Associated General Contractors of Michigan
Associated General Contractors of Minnesota
Associated General Contractors of New Mexico
Associated General Contractors of New York State
Associated General Contractors of New Hampshire
Associated General Contractors of North Dakota
Associated General Contractors of Utah
Associated General Contractors of Vermont
Auto Care Association
Brick Industry Association
Business & Industry Association
California Business Properties Association
California Delivery Association
Carolinas AGC
Carolinas Ready Mixed Concrete Association
Catapult - Formerly CAI & TEA
CAWA - Representing the Automotive Parts Industry
Coalition of Franchisee Associations
Colorado Contractors Association
Colorado Ready Mixed Concrete Association
Construction Industry Round Table
Consumer Technology Association
Customized Logistics and Delivery Association
Farm Equipment Manufacturers Association
Financial Services Institute
Florida Independent Concrete and Associated Products Association
FMI – The Food Industry Association
Franchise Business Services
General Contractors Association of Hawaii
Global Cold Chain Alliance
Heating, Air-conditioning, & Refrigeration Distributors International
Hensel Phelps
HR Policy Association
Illinois Retail Merchants Association
Independent Electrical Contractors
Independent Electrical Contractors Atlanta Chapter
Independent Electrical Contractors CenTex Chapter
Independent Electrical Contractors Central Missouri Chapter

Independent Electrical Contractors Central Pennsylvania Chapter
Independent Electrical Contractors Chesapeake Chapter
Independent Electrical Contractors Florida East Coast Chapter
Independent Electrical Contractors Florida West Coast Chapter
Independent Electrical Contractors Fort Worth/Tarrant County Chapter
Independent Electrical Contractors Georgia Chapter
Independent Electrical Contractors Greater Cincinnati Chapter
Independent Electrical Contractors Greater Oregon Chapter
Independent Electrical Contractors Greater Rio Grande Valley Chapter
Independent Electrical Contractors Midwest Chapter
Independent Electrical Contractors New Jersey Chapter
Independent Electrical Contractors Northern New Mexico Chapter
Independent Electrical Contractors Northern Ohio Chapter
Independent Electrical Contractors Northwest Pennsylvania Chapter
Independent Electrical Contractors of New England
Independent Electrical Contractors of Texas
Independent Electrical Contractors San Antonio Chapter
Independent Electrical Contractors Southeast Missouri Chapter
Independent Electrical Contractors Southern New Mexico Chapter
Independent Electrical Contractors Texas Gulf Coast Chapter
Independent Electrical Contractors Texas Panhandle Chapter
Independent Electrical Contractors Western Colorado Chapter
Independent Insurance Agents & Brokers of America
Industrial Fasteners Institute
Interlocking Concrete Pavement Institute
International Council of Shopping Centers
International Foodservice Distributors Association
International Franchise Association
International Warehouse Logistics Association
Iowa Association of Business and Industry
IPSE - The Association of Independent Workers
Kentucky Concrete Association
Leading Builders of America
Littler Workplace Policy Institute
Louisiana Retailers Association
Maryland AGC
Maryland Association of Chain Drug Stores
Maryland Ready Mix Concrete Association
Maryland Retailers Association
Master Builders of Iowa
Metals Service Center Institute
Mississippi Valley AGC
Missouri Retailers Association
Montana Contractors Association

Motor & Equipment Manufacturers Association
National Association of Electrical Distributors
National Association of Electrical Distributors
National Association of Manufacturers
National Association of Mutual Insurance Companies
National Association of Wholesaler-Distributors
National Club Association
National Council of Chain Restaurants
National Franchisee Association
National Grocers Association
National Lumber & Building Material Dealers Association
National Marine Distributors Association
National Multifamily Housing Council
National Ready Mixed Concrete Association
National Restaurant Association
National Retail Federation
National Roofing Contractors Association
National Small Business Association
National Stone, Sand and Gravel Association
National Tooling and Machining Association
National Utility Contractors Association
National Association of Home Builders
Nevada Chapter AGC
Nevada Contractors Association
New Jersey Motor Truck Association
New Jersey Retail Merchants Association
NFIB
North American Die Casting Association
North Dakota Concrete Council
North Dakota Petroleum Marketers Association
North Dakota Propane Gas Association
North Dakota Retail Association
Ohio Concrete
Ohio Contractors Association
Oklahoma Municipal Contractors Association
Oklahoma Ready Mixed Concrete Association
Open Competition Center
Outdoor Power Equipment and Engine Service Association
Pennsylvania Retailers' Association
Pincus Elevator Co. Inc.
Plastics Industry Association
Power and Communication Contractors Association
Precision Machined Products Association
Precision Metalforming Association

PRINTING United Alliance
Promotional Products Association International
R&O Construction
Retail Association of Maine
Retail Industry Leaders Association
SNAC International
South Florida AGC
Southern Illinois Builders Association
Tennessee Concrete Association
The Home Depot
The Maryland Food Industry Council
Tile Roofing Industry Alliance
Tri State Jewelers Association
Truck Renting and Leasing Association
Tucson Metro Chamber
U.S. Chamber of Commerce
Utah Ready-Mixed Concrete Association
Virginia Ready Mixed Concrete Association
Virginia Retail Federation
Virginia Trucking Association
Washington Aggregates and Concrete Association
Washington Retail Association
WCI, inc.
West Texas AGC Chapter
West Virginia Retailers Association
Western Electrical Contractors Association
Workforce Fairness Institute
World Millwork Alliance