



American Postal Workers Union, AFL-CIO

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LEGISLATIVE PRIORITIES

117th CONGRESS

Protecting The Right to Organize (PRO) Act

According to a 2021 report from the Economic Policy Institute, as union membership declines, the share of income going to the top 10% skyrockets. Even though there's lower union density today, during the pandemic, union workers had more job stability compared to non-union workers. Recognizing the importance of union membership and the security it provides, members of Congress introduced legislation increasing the access to unions in both the private and public sectors.

The Protecting the Right to Organize (PRO) Act, introduced in the House by Representative Bobby Scott (D-VA-03) as **H.R. 842** and in the Senate by Senator Patty Murray (D-WA) as **S. 420**, if passed, would vastly improve workers' rights across the country, make it easier to join unions, and increase penalties on employers who knowingly violate workers' rights.

The PRO Act strengthens current federal laws allowing private-sector workers to organize and join a union, and allowing them to bargain for better wages and benefits. Not only does the bill facilitate workers to form a union, it also aids in completing the initial collective bargaining agreement.

America's lack of labor protections and decline in union density has resulted in soaring inequality--which has only been exacerbated by the ongoing pandemic. Outrageously, U.S. billionaires increased their wealth by 1.1 trillion dollars since the start of the COVID-19 crisis. At the same time, millions of workers lost their jobs and currently face food insecurity and eviction.

The bill additionally clarifies the right to strike and prohibits employers from permanently replacing striking employees and penalizes employers that violate workers' rights.

If passed, this bill would eliminate current "Right-to-Work" laws, and guarantee the right to union organizing and collective bargaining. Today, even in non-Right-to-Work states, union organizing campaigns are often met with severe push-back from employers and even illegal retaliation.

Regardless of skill level, race, gender, or political affiliation, access to a union increases workers' pay, secure higher wages, receive better benefits and safer worker conditions. These pieces of legislation strengthen the rights of workers, increase the financial growth of the middle class, and creates an avenue for better working environments.

Encourage your coworkers, family, and friends to learn more about the PRO Act. Visit <https://www.epi.org/publication/why-workers-need-the-pro-act-fact-sheet/> for more information.



A Chicago rally in favor of the American Federation of State County and Municipal Employees (AFSCME) in the Janus v. AFSCME case. Scott Olson/Getty Images

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