



## National Right To Work Committee

A COALITION OF EMPLOYEES AND EMPLOYERS  
NATIONAL HEADQUARTERS BUILDING

June 14, 2019

Members of Congress  
United States House of Representatives  
Washington, DC 20510

Dear Representatives,

On behalf of the Board of Directors and members of the National Right to Work Committee, and the almost 80% of the American people who oppose forced unionism, I strongly urge you to **oppose H.R. 2474**.

This misleadingly titled bill -- the so-called "Protecting the Right to Organize Act" -- would eliminate every single state Right to Work law in America.

As you know, current federal labor law authorizes union officials to force working Americans in the private sector to pay union dues or fees in order to get or keep a job. This problem was created by Congress 80 years ago when it passed the National Labor Relations Act (NLRA) that framed federal labor law.

It is unconscionable that a country that was founded on the fundamental principle of individual freedom would first deny workers the right to choose their own representation in the workplace and instead give union officials exclusive representation privileges over them.

And compounding the injury, federal law then turns around and compels those individual workers to pay union dues or fees for that forced representation, or be fired.

Since passage of Section 14(b) of the Taft-Hartley Act in 1947, states have at least had the ability to "opt out" of the NLRA's forced-dues provisions by passing state Right to Work laws.

But H.R. 2474 would remove even that basic safeguard of workers' rights, eliminating the Right to Work laws currently on the books in 27 states.

This bill once again demonstrates that union officials will stop at nothing to force every worker they can into the shackles of compulsory unionism.

And in addition to the repeal of all state Right to Work Laws, this bill contains virtually every Big Labor power grab that has been proposed over the last five decades.

Each of these provisions is designed to give more power to union bosses at the expense of employees and employers alike.

- Empowering the National Labor Relations Board (NLRB) to unilaterally overturn secret ballot votes, handing workers over to Big Labor without even so much as a repeat election.

Like Big Labor's infamous "Card Check" scheme, this is yet another blatant attempt to wield the power of the federal government to force workers under the monopoly control of union bosses, even if they have voted against it.

- Allowing union bosses to engage in "secondary coercion," including boycotts and pickets against consumers and businesses associating with a targeted employer;
- Virtually guaranteeing Big Labor a victory in every strike, by making it illegal to permanently replace striking workers
- Reinstating the rescinded "persuader rule" which makes it much harder for employers to get confidential legal advice during an organizing drive, violating attorney-client privilege; thus increasing the likelihood that employees will only hear the union's side before getting a chance to vote, by;
- Imposing forced unionism on millions of independent contractors, such as ridesharing drivers, via the California-invented "ABC Test" from the *Dynamex* case;
- Allowing union bosses to force themselves on employees across multiple employers at once and making it much harder for independent workers to ever achieve decertification, by codifying the Obama-era *Browning-Ferris* decision, which perverted the Joint Employer Standard;
- Prohibiting employers from informing their own employees of potential downsides to unionization, again to make sure employees only get to hear Big Labor's propaganda;
- Reversing the 2012 *Murphy Oil* decision, which affirmed the right of employers and employees to agree to collective action waivers;
- Empowering union bosses to harass non-union competitors and targets by bringing civil suits against employers,

circumventing the existing NLRB process;

- Allowing unions to engage in limitless "recognitional picketing" and other anti-competitive behavior against targeted businesses and their employees;
- Removing employer standing in NLRB representation cases while also allowing the NLRB to hold employees personally liable for ULPs;
- Giving the NLRB the authority to enforce its own biased rulings, eliminating judicial oversight;
- Forcing binding-interest arbitration on negotiations of union contracts, including first contracts;

Any one of these provisions, by itself, should be sufficient reason to vote against any piece of legislation that contains it. Taken as a whole, this Big Labor wish list amounts to nothing short of an unmitigated disaster for American workers, and for our economy.

Instead of ripping away state Right to Work laws and further stacking the deck in favor of union bosses, Congress should instead be protecting the rights of all workers from this sort of abuse.

Therefore, in the interest of freedom, sound public policy and basic fairness, I urge you to reject Big Labor's power grab by opposing H.R. 2474, and any other legislation containing its provisions, at every opportunity.

Sincerely,

A handwritten signature in dark ink, appearing to read "Mark Mix", with a stylized, cursive script.

Mark Mix