



PRO Act of 2021

This bill would:

Restrict an employee's ability to accept or reject union representation through a secret ballot.

Abolish state "Right to Work" laws by eliminating section 14(b) of the National Labor Relations Act (NLRA) and would require all employees to contribute fees to a labor organization even if the employee is not a member of the labor organization.

Adopt a strict version of California's "ABC" independent contractor test, which would significantly curtail the rights of small business owners to hire independent contractors.

Require employers to provide personal contact information for all employees to union organizers, which would infringe upon the employer-employee relationship.

Allow unions to participate in secondary boycotts throughout the supply chain, which would inflict economic damage on small businesses that have nothing to do with a labor dispute.

Codify the National Labor Relation Board's (NLRB's) Browning-Ferris Industries joint-employer standard, which would threaten to compromise the small business-subcontractor relationship.

NFIB opposes H.R. 842, the Protecting the Right to Organize (PRO) Act of 2021, which would take away a worker's right to a secret ballot, abolishes state "Right to Work" laws, compromises the privacy of millions of Americans, exposes small businesses to costly boycotts and protests, and significantly restricts the use of independent contractors. This legislation has been rejected by the courts and opposed by Congress for decades.

The PRO Act of 2021 would upend long-standing employment law in favor of labor unions at the expense of small businesses and their employees.

Take Action and Learn More:
[NFIB.com/biglaborthreat](https://www.nfib.com/biglaborthreat)

According to the NFIB Member Ballot:



of NFIB members agree that employers should not be required to recognize unions by way of signed authorization cards.



of NFIB members support a national right-to-work law.



of NFIB members believe small businesses should be able to hire independent contractors to perform tasks essential to their business.



of NFIB members oppose requiring employers to provide the personal contact information of their employees to union organizers.



of NFIB members oppose allowing unions to picket an employer's suppliers and customers during a labor dispute.



of NFIB members oppose requiring a contractor to be responsible for a subcontractor's hiring practices.