



Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

LEGISLATIVE ACTION ALERT

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PA Labor Law Legislation that has been introduced but not yet passed

Guaranteeing Fundamental Workers' Rights in Pennsylvania

Sponsored by: Senator Nick Pisciotano Senate District 45 and
Senator Lindsey Williams District 38 (Teamster)

Memo

When U.S. Senator Robert F. Wagner authored the landmark law securing workers' right to unionize, his administrative assistant wrote: "The legislation was opposed by organized industry with a force and fervor and expenditure of funds perhaps unparalleled."

90 years later, the billionaire class and their allies continue to attack the rights and protections afforded by the National Labor Relations Act (NLRA) with unparalleled force and fervor.

In recent years, anti-union companies have seen the conservative majority on the United States Supreme Court as an opportunity to challenge the constitutionality of the National Labor Relations Board (NLRB), with the hopes that it will bring down the nation's system of labor laws. As these cases move through the courts, corporate allies in D.C. are dismantling the NLRB from within. All the while, unionization efforts and contract negotiations across Pennsylvania and the country are being drawn out and delayed. For instance, Whole Foods workers in Philadelphia voted to unionize in January, but their election has yet to be certified, and the Amazon-owned company is fighting to block the effort.

Given the volatility at the federal level, Senators Saval, Williams, Collett and I plan on introducing legislation that allows Pennsylvania to step in and protect workers' right to join a union and collectively bargain with their employers.

Since the early 1700s, Pennsylvania's workers have stood at the forefront of the nation's most pivotal labor struggles, including the fight for the right to unionize. We encourage you to honor this legacy, stand with our workers, and co-sponsor this important legislation. This legislation has been submitted has not been introduced yet.

The Pennsylvania Protecting the Right to Organize (PRO) Act

Circulated by Senator Maria Collett District 12

For nearly a century, labor unions have been an essential ally in the pursuit of building a thriving middle class and improving the lives of workers and families. According to a 2024 Gallup poll, 70 percent of Americans approve of labor unions yet despite growing support for unions, billionaire- and special interest-funded attacks on workers' unions and labor laws have eroded union density and made it harder for workers to organize. We need to ensure that our healthcare workers, retail workers, construction workers, factory workers, steel workers, and all workers in every sector of Pennsylvania's workforce can fight for fair wages, a safe workplace, dependable healthcare, reasonable leave time, and retirement benefits.



To strengthen worker rights, we are introducing legislation making numerous changes and updates to the Pennsylvania Labor Relations Act. Our legislation will ensure that predatory corporations violating workers' rights through worker misclassification will be subject to penalties. Additionally, this legislation will ensure that newly formed unions and their corporate counterparts have access to mediation and arbitration as they work to complete their first contract. Lastly, this legislation will refine the process for unions to collect fair-share fees to cover the costs of representing all workers in the collective bargaining unit.

We urge our colleagues on both sides of the aisle to join us in advancing this critical legislation designed to protect the right to organize for all Pennsylvania workers. By protecting workers, we are protecting a bright future for our Commonwealth. This legislation has been submitted has not been introduced yet.

Supporting Fair Labor Practices for Businesses

Sponsored by Representative Brandon Markosek - **Introduced as HB 405**

Throughout our state's history, Pennsylvania workers have been the backbone of our economy. Each day our workers provide us with essential goods and services that we simply can't live without. Sadly, as our economy continues to shift and change, many employers are looking to boost profits at the expense of their employees. Far too often, salaries, benefits, and pensions are cut, voices for safety or better working conditions are ignored, and efforts to organize are stymied, while executives take home bigger checks and maximize the financial gains of their company. As a state legislature, we cannot allow tax dollars to fund projects involving corporations that undercut workers' rights, and I believe that companies should only receive public dollars when they can demonstrate that fair pay is provided and workers' rights are respected.

As such, I will be reintroducing former House Bill 2345, which will require any corporation with 200 employees or more to be considered ineligible for a state contract, state funding, or a state grant, if they have violated the Fair Labor Standards Act, Prevailing Wage Act, or been found guilty of an unfair labor practice in the last five years. Additionally, to be eligible, the company must prove that at least 20 percent of their governing board consists of employees elected by the organization's workforce.

This legislation will ensure that Pennsylvania is not doing business with companies that violate our labor laws and will incentivize corporations to comply with these regulations if they want to be eligible for state funds. By implementing these minimal requirements, we will help to hold businesses accountable, encourage positive employer/employee relations, and increase the voice of employees when it comes to important business decisions.

I hope that you will join me in co-sponsoring this legislation to ensure that Pennsylvania's employees are always heard in the workplace and get the respect they deserve.