



Pennsylvania Conference of Teamsters

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LEGISLATIVE ACTION ALERT

PA HOUSE BILL 2289

“Strengthening Worker’s Collective Bargaining Rights”

Sponsored by TEAMSTER House Members

Referred to LABOR AND INDUSTRY, Feb. 18, 2020

MEMORANDUM

Posted: November 19, 2019 08:50 AM
From: Representative Dan K. Williams and Rep. David M. Dellosa, Rep. Joe Ciresi, Rep. Jennifer O'Mara, Rep. Steven R. Malagari
To: All House members
Subject: **Strengthening Worker’s Collective Bargaining Rights**

The brave workers that stand up for their rights create better lives for their families. We need to ensure that our healthcare workers, retail workers, construction workers, factory workers, steel workers, and all Pennsylvania workers have the ability to fight for fair wages, a safe workplace, dependable healthcare, reasonable leave time, and retirement benefits.

In order to strengthen worker rights, I am introducing legislation making numerous changes and updates to the Pennsylvania Labor Relations Act. We need to establish that predatory corporations that violate workers’ rights are subject to penalties for worker misclassification. In addition, we need to ensure that newly formed unions and their corporate counterparts have access to mediation and arbitration as they work to complete their first contract. Lastly, we need to refine the process for unions to collect fair-share fees that would cover the costs of representing all workers in the collective bargaining unit.

By protecting workers, we are protecting a bright future for our Commonwealth. I ask that you support this legislation and join me in supporting our Pennsylvania workers.

PRO ACT PASSES US HOUSE

Protecting the Right to Organize Act (continued pg. 2)

Protecting the Right to Organize Act

The US House voted on Feb. 6, 2020 to pass the Protecting the Right to Organize Act, a bill lead sponsor Rep. Bobby Scott (D-Va.) The vote was 224-194, largely along party lines. Five Republicans voted yes, while seven Democrats voted no, four of them members who won previously Republican seats in 2018. Independent Justin Amash of Michigan, a Tea Party Republican turned anti-Trump Republican defector, also voted no.

The bill, known as the PRO Act, contains multiple provisions intended to expand workers' ability to organize and keep unions. It would outlaw "captive-audience meetings" designed to discourage union membership, and enables workers to choose union representation by "card check," getting a majority to sign union cards. It would also repeal two longstanding limits on unions from the Taft-Hartley Act of 1947: the provision banning "secondary boycotts," strikes or boycotts in solidarity with a strike by workers at a different employer, and states' authority to enact so-called "right to work" laws that prohibit unions from collecting fees from nonmembers they are legally required to represent.

Other provisions would prohibit the permanent replacement of striking workers, expand penalties for

unfair labor practices such as firing union supporters, and set strict limits on when employers can define workers as "independent contractors" who are not entitled to workers' compensation, overtime pay, or the right to join a union. The House rejected several amendments introduced by Republicans that would have deleted the provisions allowing card-check unionization; overturning "right-to-work" laws; outlawing the replacement of strikers; and requiring employers to give unions employees' contact information immediately after a representation election is ordered—a provision GOP members charged would amount to enabling unions to stalk the workers they're trying to organize.

The bill is unlikely to pass the Republican-majority Senate, as it has not attracted a single GOP cosponsor. Republican opposition in the House was overwhelming and will not likely change in the US Senate.

"President Trump's veto threat, though replete with inaccuracies and distortions, speaks volumes about who he is really fighting for," stated AFL-CIO President Trumka.