



Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

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LEGISLATIVE ACTION ALERT

YOU CHOICE WILL DETERMINE IF YOU HAVE A UNION TO BACK YOU TO PROTECT YOUR WAGES AND BENEFITS



Make it easier for workers who choose to unionize to do so. Today, workers face an uphill battle of anti-union intimidation and intense employer opposition when trying to organize a union. And, too many employers are able to “run out the clock” on negotiating an initial collective bargaining agreement. Biden strongly supports the provisions of the PRO Act that address union organizing, as well as additional aggressive remedies that will:

Ban employees, including captive audience meetings in which employees are forced to listen to anti-union rhetoric;

Reinstate and codify into law the Obama-Biden Administration’s “persuader rule” requiring employers to report not only information communicated to employees, but also the activities of third-party consultants who work behind the scenes to manage employers’ anti-union campaigns; (Continued pg. 2 left side)

Four years ago, Donald Trump fashioned himself a president for union workers. But once he occupied the White House, Trump only made life harder for organized labor — through the Supreme Court, through the National Labor Relations Board and through executive orders.

The five-member NLRB referees disputes between unions and corporations, and the GOP majority Trump installed has routinely ruled in favor of the latter. They have made it harder for certain workers to join unions and bargain collectively in the workplace, from fast-food restaurants to university campuses.

One of the first steps the Trump-shaped NLRB took was to undo worker-friendly reforms made during the Obama administration, such as streamlining union elections so that employers have less time to interfere. The GOP-led board drew plaudits from employer groups and lawsuits from unions. (Continued pg. 2 right side)



Codify into law the Obama-Biden era's NLRB rules allowing for shortened timelines of union election campaigns; and

stop employers from stalling initial negotiations with newly formed unions.

Provide a federal guarantee for public sector employees to bargain for better pay and benefits and the working conditions they deserve.

Ban state laws prohibiting unions from collecting dues or comparable payments from all workers who benefit from union representation that unions are legally obligated to provide

Create a cabinet-level working group that will solely focus on promoting union organizing and collective bargaining in the public and private sectors

Ensure workers can bargain with the employer that actually holds the power, including franchisors, and ensure those employers are accountable for guaranteeing workplace protections

Ensure that workers can exercise their right to strike without fear of reprisal

Empower the National Labor Relations Board to fulfill its intended purpose of protecting workers

Reinstate and expand protections for federal employees

Expand long overdue rights to farmworkers and domestic workers

Extend the right to organize and bargain collectively to independent contractors (Continued pg. 3 left side)



The conservative Supreme Court of recent years has posed a serious threat to unions. The 5-4 decision handed down in Janus v. AFSCME in 2018 effectively made the entire U.S. public sector "right to work," allowing employees to stop paying fees to unions that still must bargain on their behalf. The replacement of the late Ruth Bader Ginsburg with Justice Amy Coney Barrett cements a 6-3 conservative majority, making further rulings against unions and workers highly likely for years to come.



Eliminate non-compete clauses and no-poaching agreements that hinder the ability of employees to seek higher wages, better benefits, and working conditions by changing employers

Ensure workers can have their day in court by ending mandatory arbitration clauses imposed by employers on workers

Biden's commitment to fighting for workers and unions is longstanding. As a senator, he was one of the original co-sponsors of the Employee Free Choice Act, which would have made it easier for workers to unionize through card-check. Dating back to 1975, he was one of the first champions of secondary boycotts, a critical method workers need to fight for fair working conditions. Both provisions have now gained broad support and are included in congressional Democrats' Protecting the Right to Organize (PRO) Act. As president, Biden will sign the PRO Act into law.

Protecting the Right to Organize Act, or PRO Act. If enacted, it would mark the biggest overhaul of labor law since the Taft-Hartley Act of 1947, which paved the way for "right to work" laws and restricted the ability of workers to strike and boycott.

Among other measures, the PRO Act would allow for workers to unionize through "card check," bypassing a secret-ballot election and anti-union campaigns by employers; ban right-to-work laws that are now on the books in a majority of states; reinvigorate the power to strike and boycott; and increase penalties on employers for union-busting.



ELECTION DAY
NOVEMBER 3, 2020
Polls open from
7:00 a.m. to
8:00 p.m.