



**IAM**  
UNION

International Association of Machinists  
& Aerospace Workers

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## **THE IAM UNION SUPPORTS PROTECTING THE RIGHT TO ORGANIZE AND URGES PASSAGE OF THE PRO ACT (H.R. 20/ S. 852)**

Private-sector workers were given the right to organize and collectively bargain in 1935 under the National Labor Relations Act. Since then, workers have had to fight back employer efforts and union busters for their legally protected rights under the law.

**To address this, Congress must pass the Richard L. Trumka Protecting the Right to Organize (PRO) Act (H.R. 20/ S. 852). It strengthens protections for employees that engage in collective action, and provides penalties for employers who break the law.**

The PRO Act is a significant piece of bipartisan legislation, originally introduced in the 119th Congress by House Education and the Workforce Committee Ranking Member Bobby Scott (D-VA) and Senate HELP Committee Ranking Member Bernie Sanders (I-VT).

This bill would prohibit employers from permanently replacing employees who strike and removes limitations on secondary strikes. Strikes are always the last resort for workers who want to improve wages and working conditions, and allowing employees to participate in strikes with greater protections attached returns this crucial First Amendment right—and valuable bargaining tool—back to workers.

The PRO Act also strengthens remedies and enforcements for employees seeking to exercise their rights at work. It includes civil penalties of up to \$500 per violation against an employer who violates posting requirements or fails to produce a voter eligibility list on time. If an employer commits a violation that results in serious economic harm to an employee, the employer may be penalized up to \$50,000.

Finally, “right to work” laws have hindered unions’ abilities to have all employees pay their fair share for representation and collective bargaining. The NLRA allows collective bargaining agreements to include a fair-share fee that may be assessed to cover the costs of bargaining and representation. The PRO Act would then require an employee to pay their fair share for this contractual and legal benefit, regardless of state laws.

The PRO Act addresses long overdue fixes needed in the NLRA. It ensures that workers and unions are able to assert their rights under the law as intended by the original NLRA. **That is why the IAM Union fully supports the PRO Act and urges all members of the House and Senate to vote “YES” for this bill.**