



Talking Points

Top-lines:

- The PRO (Protecting the Right to Organize) Act is a generational opportunity and the cornerstone of the AFL-CIO's [Workers First Agenda](#).
- The U.S. House of Representatives passed the PRO Act in 2020, but an anti-worker majority blocked it in the Senate.
- The PRO Act motivated us this past election cycle to mobilize for a pro-worker trifecta in the U.S. House, Senate and White House.
- Working people won a mandate.
- America must build back better with unions by ensuring passage of the PRO Act:
 - Reintroducing the PRO Act, passing it in both chambers of Congress, and getting President Biden's signature will increase worker power, rebuild our economy fairly and grow America's labor movement.

Our woefully outdated labor laws are no longer effective as a means for working people to have our voices heard.

- Inequality has skyrocketed because union membership has dwindled and policymakers have failed to pass pro-worker labor laws.
- The stated purpose of the National Labor Relations Act is to encourage collective bargaining, but nearly every amendment to the law—most egregiously the 1947 Taft–Hartley Act—has made it more difficult for workers to form unions.
- Anti-worker judges also have tried to whittle away what is left of our rights.
- The PRO Act will change the power dynamics in America and give working people a real say in our future.

The PRO Act is the most significant worker empowerment legislation since the Great Depression because it will:

- Empower workers to exercise our freedom to organize and bargain.
- Ensure that workers can reach a first contract quickly after a union is recognized.
- End employers' practice of punishing striking workers by hiring permanent replacements. Speaking up for labor rights is within every worker's rights—and workers shouldn't lose our jobs for it.
- Hold corporations accountable by strengthening the National Labor Relations Board and allowing it to penalize employers who retaliate against working people in support of the union or collective bargaining.
- Repeal "right to work" laws—divisive and racist laws created during the Jim Crow era—that [lead to](#) lower wages, fewer benefits and more dangerous workplaces.
- Create pathways for workers to form unions, without fear, in newer industries like Big Tech.

The PRO Act will make America's economy work for working people.

- When union membership is greater, our wages are better.
 - Between 1948 and 1973, when New Deal era laws expanded and enforced collective bargaining, hourly wages [rose by](#) more than 90%.
 - But over the next 40 years—from 1973 to 2013—hourly wages [rose by](#) just over 9% while productivity increased 74%.
 - As it is, workers are not getting paid a fair share of what we produce.

The PRO Act is more than labor law reform, it's civil rights legislation.

- A union contract is the single best tool we have to close racial and gender wage gaps, and to ensure dignity and due process for workers, regardless of where we were born, who we are or what industry we work in.
- Removing barriers to organizing and bargaining is important for all workers, especially those who have been marginalized.
- Expanding collective bargaining will increase protections for women, people of color, immigrants and the LGBTQ community in areas where our laws are still falling short.

Workers in America favor unions and tens of millions want to join one.

- Research from the Massachusetts Institute of Technology [shows](#) more than 60 million people would vote to join a union today if given the opportunity.
 - That is nearly half of nonunion workers.
- Union density [rose](#) in 2020 amid the deadly COVID-19 pandemic and the failed federal response to it.
- Gallup [found](#) that union approval stands at 65%, one of the highest marks in a half-century.

This is just the first step of the Workers First Agenda.

- Working people elected pro-worker candidates on Election Day, including the most pro-worker president in recent history. Now we need to win our Workers First Agenda.
- As a candidate, President Biden [pledged](#) to sign the PRO Act into law.
 - After he was elected, Biden [said](#), "Unions are going to have increased power." As the president put it, worker power is "not anti-business. It's about creating economic growth [and] creating good-paying jobs."
- Lawmakers gave us their word that the PRO Act would be a top priority. Now it is time for action.
- The PRO Act is how our laws catch up, with workers embracing collective action with a fervor not seen in generations.