

The Protecting the Right to Organize Act, also known as the PRO Act, would essentially rewrite the National Labor Relations Act (NLRA) to create stronger labor unions and assist employees that are seeking to organize unions. However, employer protections would become less prioritized. Additionally, independent contractor rights would potentially be at stake. If the bill was passed by president Biden, it could be seen that there would be a great amount of union organizing, but also launching an array of lawsuits affecting any employers.

First and foremost, the PRO Act protects workers trying to organize, limiting what companies can do to disrupt union membership campaigns. The bill would essentially mend previous labor laws, such as the National Labor Relations Act, to expand labor protections related to employees' rights to organize and collectively bargain in the workplace. The PRO Act protects the right to join a union punishing violations of workers' rights, strengthening workers' right to stand together and work to have better working conditions, and moving towards having a fair economy, which is currently working against organized workers. The pro-union act was previously introduced in the House but not debated in the Senate. Now it has become a priority of the Biden Administration.

If the PRO Act were to be signed into effect, there would be immediate benefits to organized workers. As of right now, the NLRA does not have set penalties for employers who violate a worker's rights, but under the PRO Act, the National Labor Relations Board (NLRB) would assess monetary penalties for each violation when a worker is wrongfully fired or endures harm. Additionally, the PRO Act would ensure the strengthening of workers' rights to join together and negotiate for better working

conditions. As workers' rights have been attacked by the house and senate, the PRO Act will assist workers to stand for their rights. For instance, the bill would assist in enhancing workers' right to support boycotts, strikes, or other acts of solidarity. Moreover, the bill removes prohibitions on workers acting in solidarity with workers at other companies. To protect these organized workers, the bill safeguards their way to justice by not requiring them to waive their rights when they wish to participate in these events.

As the PRO Act is beneficial in protecting organized workers' rights, the bill could pose a major obstacle for unorganized workers. As current NLRA Laws stand, there is little to no control over these workers, such as independent contractors. However, under the PRO Act, these workers could be seen as employees rather than independent workers. If that were to happen, the contractors could be organized by unions, having to pay fees and other dues. Additionally, they would lose say over their wages and working conditions, constricting their previous rights when working independently. The bill may 'trap' these workers into unions without easy ways of existing. This could make it difficult to be hired by businesses for work, especially if there is not an employee-employer relationship previously built. So, whether it's collecting dues from unwilling workers, holding independent contractors into a union they are unable to leave, or decreasing earning opportunities, altering the definition of independent contractors under the NLRA has a large negative impact.

Similar to unorganized workers, the bill would be obstructive for employers of organized workers. Under the PRO Act, an employer's influence on unionization would be greatly restricted. The PRO Act would revise federal labor laws by increasing

regulations of employer communication with their employees during the unionization process. Employers would be prohibited from forcing employees to attend meetings that regard management's views on unionization. Also, as mentioned earlier, employers are subject to fines if they are found practicing unethical labor practices, including civil fines of \$50,000 for each unfair labor practice, and \$10,000 for each violation of an NLRB order. In addition, employers would have to report payments that they make for labor law counseling during the election process. Employers would be required to share employees' personal contact information, such as their home address, home phone number, personal cell phone number, and personal email address, with union organizers in the weeks before an election. All in all, the PRO Act would greatly affect employer's relationship with labor unions, forcing employers to do right for their employees.

Although the PRO Act is unlikely to pass due to a Republican filibuster in the Senate, it is currently supported by president Biden. The bill may not become law or may go through many changes before it potentially does. Nonetheless, if the bill were to go into law, there would be serious changes to the current labor laws. While benefiting organized workers, independent contractors and employers of the organized workers would be negatively impacted. In conclusion, PRO Act would pave the way for stronger organized unionization, holding employers more accountable to their employees through involvement with labor unions, but creating obstacles for unorganized workers.