



March 7, 2016

Dear Senator Orrin Hatch and Congressman Tom Price:

On behalf of more than 2.8 million Americans for Prosperity activists in all 50 states, I write in support of your legislation, S. 1874 and H.R. 3222, the Employee Rights Act. These important bills would protect the rights of every American as it relates to union representation.

The Employee Rights Act would provide several crucial protections for workers. For example, in order to unionize, organizers would need to obtain a majority vote of all employees in the bargaining unit – instead of merely a majority of present voters – through secret ballot election. This would guarantee that unions attain the support of a true majority of workers instead of merely benefitting from a low turnout vote, and that workers are allowed to express their opinion privately just as they do in voting for political office – free from coercion or intimidation.

Importantly, this legislation would also require unionized workplaces to hold periodic recertification referendums to determine whether workers wish to remain represented by the union. In order to be recertified, they would have to meet the same standard: a majority of all employees in the unit, decided through secret ballot election.

Other provisions of this legislation also provide workers crucial privacy protections. Employees would be able to opt out of having their personal information shared with a union during an organizing campaign, and unions would be required to receive opt-in permission from each worker before spending his or her dues on political activity. Moreover, the bill would strengthen workers' protection from union intimidation, which plagues far too many jobsites today.

The commonsense reforms in the Employee Rights Act are not only important for workers, they are overwhelmingly popular with the American people. As a result, across the country state leaders are taking action to vindicate worker freedoms. However, these basic liberties still remain out of reach for too many workers. Congress should take this opportunity to extend worker freedom to every American through the Employee Rights Act.

Americans for Prosperity is proud to support S. 1874 and H.R. 3222, the Employee Rights Act, and we look forward to working with you.

Sincerely,

Brent Gardner
Vice President of Government Affairs
Americans for Prosperity