

Greedy and manipulative employers have taken advantage of the men and women who work for them since the beginning of the employer and employee relationship. Over time, unionization has become an essential yet neglected part of the modern industrial age. Lack of regulated occupational hierarchies has led to extreme inequalities in the workplace. Although unions have come a long way in being recognized by both employers and the United States government- there is still far too much inequality between employees and the companies they work for. Recently passed by the House, the Protecting the Right to Organize Act or PRO ACT is a bill designed to begin improving union rights and treatments. This bill is essential to unions across America. If President Biden were to sign this bill into law it would allow and protect employees to fight for their rights at the judicial level, allow workers to actively support and participate in organized protesting, and attempt to close the gap between the economy and workers.

Foremost, if the Protecting the Right to Organize Act is to be signed into law by President Biden it would allow employees to fight for their rights at the judicial level and for unions to create and enforce monetary infractions on contractors who violate their rights. Centrally, the PRO ACT would achieve this by supporting workers who are intimidated by their contractors for seeking their rights. Workers would be allowed to take contractors to court for worker violations or intimidation against unionizing. Additionally, employers could be charged with monetary penalties in order to discourage employers from illegal wrongdoing. Contractors who still attempt to suppress employees would be prevented from making employees consume union election propaganda created in favor of leaders who would benefit the contractors. This part of the PRO ACT is necessary to begin actually holding employers who are violating the rights of their workers accountable while still ensuring the safety of the affected employees.

Furthermore, if the Protecting the Right to Organize Act is to be signed into law by President Biden it would also allow workers to actively support and participate in the objection of poor treatment and working environments. Workers would be allowed to freely support and participate in acts of worker's solidarity without retaliation. This includes but is not limited to unionizing, boycotting, and protesting. In addition, unions could collect fees called "fair-share" fees that would cover any fees that resulted from the collective bargaining. The act would also overturn *Epic Systems v. Lewis*- an act that makes employees waive their right to litigation at the request of their contractors. Companies would also have to sign and negotiate union contracts before the union is officially formed. This prevents any dismissal of the union on behalf of the company. Overall, providing protection to employees who wish to speak out against corrupt and unfair employers is essential to encourage more employees to speak up about mistreatment in the workplace. Currently, even with unionization in the United States many employees are intimidated, punished, or terminated for organizing. If employees feel that they are protected by the government they may be more inclined to speak up about mistreatment. Over time this could result in identifying specific problems in the workplace.

Finally, if the Protecting the Right to Organize Act is to be signed into law by President Biden it would attempt to close the gap between the state of the economy and the workers who contribute to it. Collective bargaining with the companies that are in charge of terms of employment would be protected. It would require employers to openly display National Labor Relations Act rights in the workplace. In addition, they would be forced to disclose if and when they contract consultants who are meant to persuade employees on how to use these given rights. Also, contracting companies would be prevented from classifying their employees under different terms to pay them less. This includes terms like "independent contractor" and

“supervisor”. It would also prevent the denial of additional protections based on immigration status. Even if unions themselves gain more protection the effect they have is not used to its fullest; unless laws are created to change the structure of the economy- which the PRO ACT is attempting to do. Elimination of business loopholes assures that employers cannot continue to harass and harm employees in a way that employees may not even realize. It also prevents employers from becoming richer while the employees become poorer.

In conclusion, the treatment of unions in the United States needs major assistance and support to protect the hardworking employees who are keeping their employers in business. If President Biden were to sign the PRO ACT into law it would allow and protect employees to fight for their rights, actively support and participate in organized protesting, and attempt to close the economic gap between employer and employee. Improvement of union rights and protections would not only help the unionized employees of America flourish but would also encourage non-organized workers to become organized. The more people become unionized and support unions themselves, then the less power corrupt contractors have over their employees. Workers would be protected and the structure of business in the United States would become fairer.

Source: Murray, Patty and Scott, Bobby. "Protecting the Right to Organize Act." Fact sheet. United States Congress. Washington, D.C. n.d. Web.