



April 9, 2021

Dear Senator Sinema and Senator Kelly,

On behalf of the undersigned organizations representing Arizonans working across multiple industry sectors and across the state, we thank you for your continued support of the business community during the challenges created by the pandemic. On behalf of Arizona's job creators, we are writing to express our strong opposition to the Protecting the Right to Organize (PRO) Act (H.R. 842). Put simply, this legislation will harm workers, employers, and the economy.

The PRO Act includes a litany of dangerous one-sided proposals and includes almost every failed idea from the last 30 years of labor policy. This legislation would threaten worker privacy, force employees to pay union dues or lose their jobs and trample free speech rights.

Below are just some of the many harmful and burdensome provisions of this legislation. The PRO Act would:

- Effectively overturn right-to-work laws that have been democratically passed in 27 states, including Arizona, where right to work is constitutionally protected. In all these states, including Arizona, workers are protected against being fired if they decline to pay union dues. The PRO Act would repeal protections from both a business and employee perspective and could result in Arizona workers losing their jobs if they do not pay union dues.

- Strip independent contractors of flexible work arrangements, resulting in fewer earning opportunities for individuals and threatening the emerging “gig” economy.
- Undermine secret ballots by allowing “card check” voting where union organizers would approach individual workers and demand that they publicly sign a card in favor of the union, leading to harassment and intimidation.
- Expand liability for employers and increase needless class action lawsuits by banning employment arbitration agreements.
- Interfere with attorney-client confidentiality and make it increasingly difficult for all businesses, but particularly small businesses, to secure legal advice on complex labor law matters.
- Strip employers of fundamental legal rights, to include losing their standing in cases before the National Labor Relations Board (NLRB).

The PRO Act is effectively the antithesis of ‘pro-worker’ as it harms workers, threatens job creation, and undermines our economic recovery.

**On behalf of the Arizona business community, we urge you to stand up for the rights of Arizona’s workers and employers and vote against the PRO Act.**

Thank you in advance for your attention and consideration to legislation that will deprive workers, burden employers, and disrupt the economy.

Sincerely,

Americans for Prosperity Arizona  
 Apache Junction Chamber of Commerce  
 Arizona Bankers Association  
 Arizona Builders Alliance  
 Arizona Chamber of Commerce & Industry  
 Arizona Farm Bureau Federation  
 Arizona Lodging and Tourism Association  
 Arizona Manufacturers Council  
 Arizona Multihousing Association  
 Arizona Restaurant Association  
 Arizona Retailers Association  
 Arizona Rock Products Association  
 Arizona Small Business Association  
 Arizona Technology Council  
 Arizona Trucking Association  
 Associated General Contractors of America Arizona Chapter  
 Buckeye Chamber of Commerce  
 Carefree Cave Creek Chamber of Commerce  
 Chandler Chamber of Commerce  
 Coolidge Chamber of Commerce  
 East Valley Chambers of Commerce Alliance  
 Fountain Hills Chamber of Commerce  
 Gilbert Chamber of Commerce

Glendale Chamber of Commerce  
Greater Flagstaff Chamber of Commerce  
Greater Florence Chamber of Commerce  
Greater Phoenix Chamber of Commerce  
Greater Vail Area Chamber of Commerce  
Green Valley Sahuarita Chamber of Commerce & Visitor Center  
Health System Alliance of Arizona  
Home Builders Association of Central Arizona  
Lake Havasu Area Chamber of Commerce  
Marana Chamber of Commerce  
Mesa Chamber of Commerce  
National Association of Industrial Office Properties (NAIOP) Arizona Chapter  
National Federation of Independent Business (NFIB)  
North Phoenix Chamber of Commerce  
Peoria Chamber of Commerce  
Prescott Valley Chamber of Commerce  
Queen Creek Chamber of Commerce  
Scottsdale Chamber of Commerce  
Southern Arizona Home Builders Association  
Southern Arizona Leadership Council  
Southwest Valley Chamber of Commerce  
Surprise Regional Chamber of Commerce  
Tempe Chamber of Commerce  
Tucson Metro Chamber  
West Valley Chambers of Commerce Alliance  
Western Electrical Contractors Association  
Wickenburg Chamber of Commerce  
Yavapai County Contractors Association  
Yuma County Chamber of Commerce