

Pass the VT PRO Act (S.102)! Protect the Right to Organize!

71% of Americans approve of labor unions. **88%** percent of people under 30 say they approve of labor unions.



Expands Collective Bargaining to Farm & Domestic Workers

The National Labor Relations Act (NLRA) of 1935 is a key provision of U.S. labor law, guaranteeing workers in the private sector the right to join unions & collectively bargain through their representatives. Fourteen states currently guarantee collective bargaining rights for farm workers (AZ, CA, CO, HI, KS, KY, LA, MA, NE, NJ, NY, OR, WA, WI). Many historians & legal scholars have argued that systemic racism was a key factor in the exclusion of agricultural & domestic workers from the protections of the NLRA. In the 1930s, Black workers were disproportionately employed in these sectors, especially in the South.



Protects Employee Free Speech

Vermont employers can discipline workers for refusing to attend meetings for which the primary purpose is the expression of the employer's religious or political beliefs. Six states have approved laws protecting workers from retaliation if they decline to attend forced meetings about matters of personal conscience (CT, ME, MI, NJ, NY, and OR). These meetings are typically mandatory or involve coercion. According to an EPI study, "employers held captive audience meetings in 89% of union election campaigns." Workers won 73% of their elections when captive audience meetings were not used but only 47% when they were.



Simplifies & Democratizes Union Elections

Majority sign-up grants union recognition if employees submit a petition of a simple majority of eligible employees. Nine other states currently have majority sign-up or card check elections (CA, IL, MA, ME, NJ, NM, NY, OR, and WA). Current VT law requires public-sector workers to move through a multi-step process that typically ends in a secret-ballot election. Secret ballot elections take place several weeks from when the petition is filed. Secret ballot elections in the context of union elections would not meet standards for free and fair elections due to the following reasons: Employers have far greater access to employees, are able to spread misinformation with impunity, and often hold union elections under their supervision at the worksite. Majority sign-up would not eliminate the option to hold a secret ballot election. Employees may petition for a secret ballot election so long as at least 30% of eligible employees show interest. Majority sign-up requires the majority of eligible employees to cast their vote. Secret ballot elections can certify unions even if only a small percentage of employees turn out to vote.



Go to passvtproact.com for more information

PASS THE VERMONT PRO ACT



Sources

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26 Organizations Have Endorsed the VT PRO Act, S.102!

