



The Honorable Bill Cassidy  
Chairman  
Committee on Health, Education, Labor  
and Pensions  
U.S. Senate  
Washington, DC 20510

The Honorable Bernie Sanders  
Ranking Member  
Committee on Health, Education, Labor  
and Pensions  
U.S. Senate  
Washington, DC 20510

Chairman Cassidy, Ranking Member Sanders and Members of the U.S. Senate  
Committee on Health, Education, Labor and Pensions:

On behalf of Associated Builders and Contractors, a national construction industry trade association with 67 chapters and more than 23,000 members, I write today to thank the committee for holding the hearing: "[Labor Law Reform Part 1: Diagnosing the Issues, Exploring Current Proposals](#)." This hearing is critical to advancing the rights and freedoms of America's workers and supporting small businesses and entrepreneurs.

Guided by the merit shop philosophy, ABC and its members remain committed to advancing the American worker, the construction industry and our nation. ABC strongly supports legislation that protects and expands worker rights, freedom and privacy.

During the 118th Congress, ABC [supported S.1201](#), the Employee Rights Act, introduced by Senator Tim Scott, R-S.C. This legislation protected workers' right to a secret ballot in union representation elections, safeguarded employee privacy and ensured that employee funds could be used for political purposes only with the employee's express consent. ABC urges the committee to advance these essential pro-worker provisions during the 119th Congress.

While the Employee Rights Act promoted worker rights, freedom and choice, legislation introduced in the 119th Congress—including [S.852](#), the Protecting the Right to Organize Act and [S.844](#), the Faster Labor Contracts Act—stands in stark opposition to these principles.

The [ABC-opposed](#) Protecting the Right to Organize Act, includes numerous provisions that expose workers to harassment and intimidation if they choose not to support unionization efforts. Specifically, the legislation violates employee privacy by forcing employers to disclose workers' phone numbers, addresses and email addresses without consent, and replaces secret ballots in union elections with "card check," a system that makes votes public and subjects employees to potential retaliation for voting their conscience.

Notably, the PRO Act's most anti-worker provision—which empowers the federal government to impose contract terms between workers and employers without granting employees the right to ratify those contracts—has been introduced as standalone

legislation in the form of the Faster Labor Contracts Act. [ABC unequivocally opposes the Faster Labor Contracts Act](#), which destroys the principle of “voluntary agreement,” a cornerstone of U.S. labor law, and denies both employers and employees their fundamental rights.

ABC believes there is a better path forward—one that prioritizes collaboration over coercion. Congress should focus on empowering all Americans, regardless of union affiliation, to learn, advance and succeed based on their skills, safety record and merit. Encouraging workforce development, adopting an all-of-the-above approach to apprenticeship and reducing regulatory barriers will strengthen both employee opportunity and the nation’s economic competitiveness. Such efforts represent true labor reform—centered on freedom, fairness and the American worker.

ABC urges the committee to advance pro-worker policies that protect workers’ rights, flexibility and freedoms and to reject anti-worker measures, such as the PRO Act and the Faster Labor Contracts Act, which recklessly promote unionization at the expense of American workers and small businesses.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristen Swearingen".

Kristen Swearingen  
Vice President, Government Affairs