

**TO: Interested Parties**  
**FROM: Guy Molyneux and Geoff Garin, Hart Research Associates**  
**DATE: July 14, 2021**  
**RE: Surveys in Nine Key States on the PRO Act**

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*From June 15 to 29, 2021, Hart Research Associates conducted surveys in nine states that are 2022 political battlegrounds or important to secure a majority for the PRO Act: Alaska, Arizona, Colorado, New Hampshire, Ohio, Pennsylvania, Virginia, Wisconsin, and West Virginia. Interviews were conducted both online and by phone among representative samples of at least 400 likely 2022 voters in each state, for a total of 4,114 interviews (see sample details at end of memo). This memo reviews the surveys' main findings.*

**HIGHLIGHTS:**

- **Large majorities favor the PRO Act in every state surveyed by a margin of at least 30 points. The PRO Act enjoys broad support not only in competitive “purple” states like Arizona, Pennsylvania, and Wisconsin, but also in red states like Alaska, Ohio, and West Virginia.**
- **Voters overwhelmingly favor making it easier for workers to form unions and strengthening penalties for companies that retaliate against employees who seek to improve pay and conditions at work.**
- **The PRO Act draws remarkably broad support across partisan and ideological lines and from rural, suburban, and urban communities. Democrats overwhelmingly support the PRO Act by 87% to 6%, and independents agree by a remarkable 34-point margin (60% to 26%), as do moderates by 67% to 20%. More surprisingly, perhaps, support also exceeds opposition among Republicans (45% to 40%) and Trump voters (45% to 41%).**
- **Key provisions of the PRO Act are very popular with voters. Even bill elements that opponents are attacking prove to be broadly popular with the voting public, and none are opposed by a majority of voters in even a single state.**

**A large majority of voters in each state support legislation to achieve the core goals of the PRO Act: strengthening workers' ability to form unions and protecting their right to speak out about low pay or other problems at work.** No less than 65% of likely voters in each state say they favor legislation that would “strengthen workers' ability to form a union in their workplace to negotiate for better pay and benefits, safety protections, schedules, and other conditions, and would also protect workers' right to speak out about low wages, unsafe conditions, or other problems in the workplace, without intimidation or retaliation from their employer.”

### Law to Strengthen Workers' Ability to Form Unions

	<u>Favor</u>	<u>Oppose</u>
	%	%
<b>All Voters</b>	69	20
Alaska	72	23
Arizona	66	20
Colorado	69	23
New Hampshire	66	23
Ohio	65	20
Pennsylvania	76	13
Virginia	70	19
Wisconsin	71	18
West Virginia	68	24

**When voters learn about the PRO Act and its specific provisions, large majorities favor the bill in every one of these states by a margin of at least 30 points.** Survey respondents were provided an in-depth description of the PRO Act, including provisions regarding misclassification of independent contractors, binding arbitration, secondary boycotts, fair share contracts, and majority sign-up:

- Increase penalties for corporations when they illegally retaliate against workers who come together to speak out for better pay or working conditions.
- Allow unions to organize consumer boycotts of companies that are doing business with a company whose workers are currently on strike.
- Establishes binding arbitration by a neutral arbitrator when a company and a newly selected union cannot agree on a first contract within three months.
- Allow employers and union workers to negotiate “fair share” contracts, which require all employees represented by a union—even those who elect not to join the union—to pay fees to cover the cost of representation.
- Penalize companies if they prevent workers from forming a union by forcing them to work as independent contractors rather than as employees.
- Make it easier for employees to form a union in their workplace to negotiate for better pay and benefits, safety protections, schedules, and other conditions.
- Allow workers to form a union if a majority sign cards approving of a union in cases where the employer has committed illegal anti-union activities during a union representation election.
- Penalize companies if they discipline or fire employees for choosing not to attend anti-union meetings held by the company.

Given this comprehensive description of the PRO Act, support registers at 58% or higher in each key state, and at 64% or above in six of the nine states. Moreover, support exceeds opposition by 30 points or more in every single state. Across all these states, the margin of support is a remarkable +38 points (63% to 25%) even though these voters lean Republican (40% Republican, 35% Democrat) and supported Donald Trump over Joe Biden (49% to 46%).

Support for PRO Act		
	Favor	Oppose
	%	%
<b>All Voters</b>	63	25
Alaska	64	30
Arizona	59	25
Colorado	65	27
New Hampshire	60	29
Ohio	64	21
Pennsylvania	70	19
Virginia	65	22
Wisconsin	64	26
West Virginia	58	28

**The PRO Act draws remarkably broad support across partisan and ideological lines and from rural, suburban, and urban communities.** The PRO Act enjoys majority support not only in competitive “purple” states like Arizona, Pennsylvania, and Wisconsin, but also in red states like Alaska, Ohio, and West Virginia. That reflects the bill’s substantial appeal across a wide range of communities. When we combine the survey data from these nine purple-to-red states, we find that rural and small-town voters voice support by a two-to-one ratio (58% to 29%), while support is even higher in non-union households (61% to 27%), and among non-college white voters (61% to 24%).

As anticipated, Democrats overwhelmingly support the PRO Act by 87% to 6%. Significantly, independents agree by a remarkable 34-point margin (60% to 26%), as do moderates by 67% to 20%. More surprisingly, perhaps, support also exceeds opposition among Republicans (45% to 40%), Trump voters (45% to 41%), and conservatives (46% to 41%). Among Republicans, we find that GOP women (48% to 35%) and Republicans with household incomes under \$50,000 (55% to 32%) provide particularly robust approval.

**Individual provisions of the PRO Act are very popular with voters. Even elements of the bill that are the focus of opponents’ attacks prove generally popular with the public, and none are opposed by a majority of voters in even a single state.** Across these nine states, large majorities endorse key provisions of the PRO Act that protect workers’ ability to speak out about problems in the workplace and to form unions to negotiate for improvements. Voters in every single state register support for each of these provisions, with net favorable responses of at least 20 points in every case:

- Increase penalties when corporations retaliate against workers (79% favorable)
- Make it easier for employees to form a union (71% favorable)
- Penalty if employers discipline/fire employees for not attending anti-union meetings (66%)

By large margins, voters voice approval of several PRO Act provisions that bill opponents seem to perceive—mistakenly—as political vulnerabilities. Large

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majorities have favorable views of the use of majority signup after employer violations (65% favorable), first contract binding arbitration (64%), and limits on misclassification of employees as independent contractors (60%). We find majority support—and margins of support of no less than 15 points—for each of these provisions in every state.

<b>PRO Act Provisions</b>			
	<b><u>Majority Signup</u></b>	<b><u>Binding Arbitration</u></b>	<b><u>Stop Misclassifying Contractors</u></b>
	<b>%</b>	<b>%</b>	<b>%</b>
<b>All Voters</b>	65	64	60
Alaska	67	59	56
Arizona	61	65	62
Colorado	65	66	61
New Hampshire	59	67	53
Ohio	67	65	63
Pennsylvania	72	65	67
Virginia	65	64	64
Wisconsin	67	63	60
West Virginia	60	65	54

Significantly, there is no state in which a majority of voters respond unfavorably to even one provision. And, as reported above, solid majorities register overall support for the bill after learning all of these provisions.

**Voters believe the PRO Act will make things better for workers, and almost none worry that the law will have harmful effects.** By large margins, voters expect the law will make things better with regard to workers' ability to speak out when they are being treated unfairly, safety and health conditions in the workplace, and wages and salaries for workers.

<b>Expected Impact of PRO Act</b>			
	<b><u>Net Impact (Better minus worse)</u></b>		
	<b><u>Workers speak out</u></b>	<b><u>Safety and Health</u></b>	<b><u>Wages and salaries</u></b>
<b>All Voters</b>	+53	+53	+42
Alaska	+56	+49	+43
Arizona	+42	+47	+33
Colorado	+52	+51	+42
New Hampshire	+50	+49	+41
Ohio	+47	+47	+36
Pennsylvania	+61	+63	+51
Virginia	+54	+54	+43
Wisconsin	+60	+59	+45
West Virginia	+50	+57	+47

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**Voters support the PRO Act because they have little confidence that employers will treat workers fairly, and because they believe employees are most successful in getting problems solved when they work together as a group.**

- Just 35% of voters say they trust employers a great deal or quite a bit to treat their employees fairly, while 63% trust them just some or not much at all.
- A 53% majority believes that when a group of employees at a company talk about forming a union, the company retaliates very or fairly often by mistreating, disciplining, or firing some of these employees.
- By 72% to 17%, they say that employees are more successful in getting problems resolved at work when they bring these problems up as a group, rather than when they bring them up as individuals.

<b>Survey Samples</b>			
	<b><u>Number of Interviews</u></b>	<b><u>Interview Method</u></b>	<b><u>Margin of Error</u></b>
<b>All Voters</b>	4114	Phone/online	
Alaska	400	Phone/online	±5.0%
Arizona	502	Online	±4.5%
Colorado	401	Phone/online	±5.0%
New Hampshire	403	Phone/online	±5.0%
Ohio	502	Online	±4.5%
Pennsylvania	500	Online	±4.5%
Virginia	502	Online	±4.5%
Wisconsin	502	Online	±4.5%
West Virginia	402	Phone/online	±5.0%