

No Tax Breaks for Union Busting Act

Every worker has the right to organize and join a union free from employer intimidation. With the wave of worker organizing across the country, we have seen an uptick in anti-union activity and union busting by employers. Research by the Economic Policy Institute found that employers collectively spend \$340 million per year on “union avoidance” consultants. For example, Amazon alone spent \$4.3 million last year on anti-union consultants dedicated to decimating the organizing campaign at any cost.

At CWA, employers like Google Fiber, Centurylink, Verizon Wireless, Apple, and Activision Blizzard all spend money to intimidate, coerce and hold meetings with workers to dissuade them from union organizing. These employers spend money on anti-union consultants who teach employers how to exploit the weakness of federal labor law to effectively scare workers out of exercising their legal right to collective bargaining.

Current tax law allows companies to deduct ordinary and necessary business expenses, including money spent on anti-union campaigns. In effect, the tax code rewards companies for opposing workers’ labor rights. The result is that American taxpayers are subsidizing employer intimidation and bullying tactics of union organizing.

The **No Tax Breaks for Union Busting Act** classifies corporations’ union busting expenditures as political speech under the tax code. It would ban any money spent toward busting unions from being tax deductible business expenses. The bill also includes an IRS reporting requirement for employers who intervene in protection union activities. Only a small portion of this activity is even reported to the Department of Labor currently, but on an annual basis, employers spend at least \$340 million annually on union avoidance.

The **No Tax Break for Union Busting Act** was introduced by Senators Casey (D-PA), Booker (D-NJ), Van Hollen (D-MD) and Murray (D-WA). Unions help combat the skyrocketing economic inequality facing the United States by raising workers’ wages, closing pay gaps, reducing economic inequality, promoting safe workplaces, and increasing workers’ voice in our democracy. Our laws should encourage workers to form unions instead of favoring corporate greed -- corporations should not have the ability to work the tax system to support their union busting efforts. To level the playing field and make sure workers truly have a fair shot at forming a union, cosponsor the **No Tax Breaks for Union Busting Act** and put an end to corporations’ current ability to claim a tax deduction for their union busting costs.

