



April 7, 2014

The Honorable John Kline  
Chairman  
Committee on Education and the Workforce  
2181 Rayburn House Office Building  
United States House of Representatives  
Washington, D.C. 20515

The Honorable George Miller  
Ranking Member  
Committee on Education and the Workforce  
2181 Rayburn House Office Building  
United States House of Representatives  
Washington, D.C. 20515

Dear Chairman Kline and Ranking Member Miller:

On behalf of Associated Builders and Contractors (ABC), a national construction industry trade association representing nearly 21,000 chapter members, I am writing to express our strong support of the Workforce Democracy and Fairness Act (H.R. 4320), and the Employee Privacy Protection Act (H.R. 4321). ABC members are highly concerned about the National Labor Relations Board's (NLRB) "ambush" elections rule, and strongly support these much-needed pieces of legislation.

In February, the NLRB reissued a proposed rulemaking (*Representation-Case Procedures*; 79 Fed. Reg. 7317; February 6, 2014) that would significantly change the union representation election process by reducing the amount of time between when a union files a representation petition and when an election takes place to as few as 10 calendar days. H.R. 4320 will ensure employees have a fair opportunity to make an informed decision about whether to unionize by requiring at least 35 days before a union election can take place. The bill will also give employers a fair opportunity to participate in the union election process by providing them with at least 14 days to prepare their case before a NLRB election officer.

The NLRB's proposal would also require employers to submit their employees' emails and phone numbers to union organizers. Employees should be free to make informed decisions regarding union representation without the fear of intimidation that comes with the dissemination of their personal information. H.R. 4321 protects personal privacy by giving employees control over what personal information can be passed along to union organizers, while granting employers a more reasonable amount of time in which to comply.

At this time of economic challenges, it is unfortunate that the NLRB continues to move forward with policies that threaten to stifle job growth in the construction industry. ABC urges the Committee to move these important bills without delay.

Sincerely,

Geoffrey Burr  
Vice President, Government Affairs