



Thomas A. Schatz  
*President*

November 30, 2011

U.S. House of Representatives  
Washington, D.C. 20515

Dear Representative,

Rep. John Kline (R-Minn.) recently introduced H.R. 3094, the Workforce Democracy and Fairness Act, which would establish union election procedures that are fair to both employers and workers. On behalf of the more than one million members and supporters of the Council for Citizens Against Government Waste (CCAGW), I urge you to support this legislation.

On June 22, 2011, the National Labor Relations Board (NLRB) issued a series of proposals that would shorten the amount of time between when a union calls an election to when the election can be held to 10 days, and also provide employers with only seven days to locate legal counsel and prepare a case for a pre-election hearing. These changes to the union election procedures would drastically impair the ability of employees to make an informed decision about whether or not they want to cast a ballot for or against unionization and effectively block employers from delivering their perspective about the pros and cons of union membership.

H.R. 3094 would restore fairness to union election procedures by requiring that a union election cannot be held until 35 days after it is first announced, and also provide employers with at least 14 days to find legal counsel and prepare their case for a pre-election hearing. Additionally, the bill would reinstate the traditional interpretation of a collective bargaining unit. In a previous decision, the NLRB established that unions could organize small, isolated groups of workers that are easier to organize, which effectively disenfranchises anti-union employees. The bill would mandate that employees not be excluded from a bargaining unit unless the interests of the group sought are sufficiently distinct from those of other employees to necessitate the establishment of an additional unit.

The NLRB's proposed changes to union election procedures would weaken employee choice and severely constrain employers' right to free speech. Rep. Kline's legislation would prevent the NLRB from implementing its pro-union agenda and ensure that the rights of workers and employers are protected. I urge you to support this legislation. All votes on H.R. 3094 will be among those considered in CCAGW's *2011 Congressional Ratings*.

Sincerely,