

**Aric Newhouse**

Senior Vice President  
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U.S. House of Representatives  
Washington, DC 20515

Dear Representative:

The National Association of Manufacturers (NAM), the largest manufacturing association in the United States representing manufacturers in every industrial sector and in all 50 states, urges you to support H.R. 3094, the Workforce Democracy and Fairness Act.

Recent actions and decisions by the National Labor Relations Board (NLRB) represent a dramatic shift in labor law and threaten U.S. economic growth and job creation. The Workforce Democracy and Fairness Act would restore the balance needed to ensure employees receive the information they need to make an informed decision as well as give job creators the certainty they require to be confident in hiring and expansion.

The NLRB's proposed "ambush election" rule would significantly narrow the time between the filing of a petition for union certification and a representation election. Under the proposed rule, employers could have as few as seven days to find legal counsel, prepare their case for the NLRB pre-election hearing and communicate with their employees. Employees would have as few as 10 days to consider all the ramifications of joining a union.

The Board's *Specialty Healthcare* decision poses a radical change to labor law and sets forth a new standard for determining which "unit" of employees will be eligible to vote in union elections. These "micro-unions" could cripple an employer's ability to manage operations effectively, resulting in manufacturing facilities with separate unions representing custodial staff, assemblers and fitters, for example. We believe it will unnecessarily divide employees, create friction where none need exist and place an extraordinary burden on employers.

H.R. 3094 will guarantee an employer's rights to due process and freedom of speech by establishing a reasonable timeframe for employers to prepare their cases and providing sufficient time for employees to make fully informed decisions about joining a union. Additionally, the legislation would wisely reinstate the standard by which employees vote in union elections, preventing the possibility of several micro-unions at one facility.

The NAM's Key Vote Advisory Committee has indicated that votes on H.R. 3094, including procedural votes, may be considered for designation as Key Manufacturing Votes in the 112<sup>th</sup> Congress. Thank you for your consideration.

Sincerely,



Aric Newhouse

Key Manufacturing Vote