



April 7, 2014

The Honorable John Kline
Chairman
Committee on Education and
the Workforce
U.S. House of Representatives
Washington D.C. 20515

The Honorable Phil Roe
Chairman
Subcommittee on Health, Employment,
Labor and Pensions
U.S. House of Representatives
Washington, D.C. 20515

Re: Support for H.R. 4320, the Workforce Democracy and Fairness Act and H.R. 4321, the Employee Privacy Protection Act

Dear Chairman Kline and Chairman Roe:

The National Restaurant Association strongly supports H.R. 4320, the “Workforce Democracy and Fairness Act,” and H.R. 4321, the “Employee Privacy Protection Act.” We thank you both for your efforts to ensure fairness for employers in the face of recent anti-business actions by the National Labor Relations Board (“NLRB”).

The National Restaurant Association is the leading business association for the restaurant and food service industry. The industry is comprised of 980,000 restaurant and foodservice outlets employing 13.5 million people who serve more 130 million guests daily. Despite being an industry of predominately small businesses, the restaurant industry is the nation’s second-largest private-sector employer, employing about 10 percent of the U.S. workforce.

The Workforce Democracy and Fairness Act will block the NLRB from moving forward with its ambush election proposal, which would allow union representation elections to be held in as few as 10 days after the filing of a union petition. This move would shorten the period between petition to elections to such a degree that it would deny employees the time and information needed to make an informed decision on union representation.

Additionally, the Employee Privacy Protection Act would ensure employees’ right to privacy by allowing individuals the option of disclosing the contact information of their choice. We feel that employees have every right to privacy. Under the current proposal from the NLRB, the government would be forcing employers to break the trust of their employees by handing the unions a direct line into their homes. Forcing employers to divulge this information would leave employees vulnerable to harassment and intimidation outside of the workplace.

We applaud your leadership on these two critical issues and thank you for your efforts to reverse the many harmful regulations coming out of the NLRB. We look forward to continuing to work with you to advance this cause.

Sincerely,



Angelo I. Amador, Esq.
Vice President & Regulatory Counsel
Labor & Workforce Policy



Ryan P. Kearney
Manager
Labor & Workforce Policy

Cc: Members of the House Committee on Education and the Workforce