



National Association of Home Builders

1201 15th Street NW
Washington, DC 20005

T 800 368 5242
F 202 266 8400

www.nahb.org

Government Affairs

James W. Tobin III
Senior Vice President & Chief Lobbyist

April 8, 2014

The Honorable John Kline
U.S. House of Representatives
2439 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Kline:

On behalf of the more than 140,000 members of the National Association of Home Builders (NAHB), I write to express NAHB's support for H.R. 4320, the *Workforce Democracy and Fairness Act*, and H.R. 4321, the *Employee Privacy Protection Act*, which provide for congressional disapproval and nullification of the current regulatory effort at the National Labor Relations Board (NLRB) to accelerate the union representation election process.

H.R. 4320 and H.R. 4321 are of particular importance to NAHB and our membership, which is dominated by small business entities. In 2012, seventy-five percent of NAHB's builder members built 10 or fewer homes.

NAHB is concerned that the Proposed Rules will make it very difficult for employers to retain counsel, investigate the issues raised in the petition, and intelligently negotiate an election agreement. In many cases, there simply will not be enough time for an employer to prepare for an election in a period of 7 days, and this is especially so for small businesses. Consequently, employers would be deprived of proper due process, including sufficient time and opportunity to prepare for an election.

NAHB supports the enforcement of present law, which ensures a level playing field for all small businesses. The current rules provide certainty to employers and their ability to retain effective counsel. For these reasons, NAHB respectfully urges the committee to support the *Workforce Democracy and Fairness Act* and the *Employee Privacy Protection Act*.

Thank you for considering our views.

Sincerely,

A handwritten signature in black ink, appearing to read 'James W. Tobin III', is written over a white background.

James W. Tobin III