



National Roofing Contractors Association
Washington, D.C. Office
324 Fourth Street, N.E.
Washington, D.C. 20002
202/546-7584
Fax: 202/546-9289
<http://www.nrca.net>

March 16, 2015

Dear Representative:

The National Roofing Contractors Association (NRCA) strongly supports Senate Joint Resolution 8, which if enacted would nullify a regulation by the National Labor Relations Board (NLRB) that will greatly limit the opportunity for employers and workers to have an informed dialogue on collective bargaining issues in advance of a union election. NRCA urges you to support S. J. Res. 8 when it comes before the House for a vote.

Established in 1886, NRCA is one of the nation's oldest trade associations and the voice of professional roofing contractors worldwide. NRCA has approximately 3,500 contractors in all 50 states who are typically small, privately held companies, with the average member employing 45 people and attaining sales of about \$4.5 million per year. NRCA represents both union and non-union contractors and supports policies that maintain an equitable balance in labor-management relations.

In December, the NLRB finalized a regulation that will dramatically change long-standing procedures governing union elections, despite strong opposition from NRCA and many other associations. These changes would greatly accelerate the time frame for union elections and thus severely limit the opportunity for employers to have an informed discussion about the pros and cons of collective bargaining with workers. Specifically, the changes in procedures under this regulation could result in union elections being held in as few as 14-21 days from the filing of a petition, compared with the current median time of 38 days. This truncated timeframe will make it extremely difficult for small and mid-sized businesses to find legal counsel and respond effectively to a union organizing campaign prior to the election. It also will greatly reduce the time in which workers must consider all the consequences of joining a union before they must vote in an election.

The NLRB regulation is not a balanced proposal and is inconsistent with congressional intent on this subject. The legislative record indicates that Congress intended for an election period of at least 30 days "in order to safeguard against rushing employees into an election where they are unfamiliar with the issues." Former NLRB member Brian Hayes summarized the issue best when he stated that "the principle purpose of this radical manipulation of our election process is to minimize, or rather, to effectively eviscerate an employer's legitimate opportunity to express its views about collective bargaining."

It is vitally important for Congress to approve S. J. Res.8 in order to block the unbalanced NLRB regulation from taking effect on April 14. Failure to pass this Resolution will only add to the continued economic uncertainty that is preventing small and mid-sized employers from growing their businesses and creating jobs.

Again, NRCA supports S. J. Res. 8 in order to restore a balanced approach to the collective bargaining process that is being upset by recent NLRB actions. NRCA urges you to support this Resolution when it comes to the floor for a vote. If you have questions or need more information, please contact Duane Musser, NRCA's vice president of government relations, at 202-546-7584 or dmusser@nrca.net.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard Nugent". The signature is fluid and cursive, with a large initial "R" and "N".

Rich Nugent
Nations Roof LLC
President, NRCA