



NATIONAL COUNCIL OF CHAIN RESTAURANTS

April 8, 2014

The Honorable John Kline
Chairman
U.S. House Committee on Education and the Workforce
2181 Rayburn House Office Building
Washington, D.C. 20515

Dear Chairman Kline:

On behalf of the National Council of Chain Restaurants (NCCR), I am writing in support of H.R. 4320, the Workforce Democracy and Fairness Act, and H.R. 4321, the Employee Privacy Protection Act. These bills seek to prevent the National Labor Relations Board (NLRB) from foisting on America's workplaces its radical "ambush election" scheme whereby union organizing elections would be held in a flash, the voice of business owners would be significantly diminished, and employees' private information would be shared with labor union organizers.

The proposed NLRB scheme would require union elections to be conducted under unjust and unrealistically short time frames which would unfairly restrict the ability of business owners, small and large, to discuss this vitally important issue with their employees. In addition, the NLRB plan poses significant threats to individual privacy as it forces businesses to provide employee home addresses, telephone numbers (including cell phones), personal email addresses, and work schedules to union organizers with no provision requiring the protection of this sensitive personal information.

Congress rejected these provisions when they were included in the failed "card check" legislation, yet the NLRB persists in agitating for this discredited agenda. H.R. 4320 and 4321 would ensure that the NLRB is prohibited from enacting these provisions unilaterally through its regulatory apparatus. Instead of having as little as a week to weigh the pros and cons of forming a labor union under the NLRB scheme, H.R. 4320 would give employees appropriate time to hear from both the business owner and the union organizers before they make this vitally important decision. Additionally, in order to protect workers from potential outside harassment, H.R. 4321 would allow employees to decide which of their personal information can be shared with union organizers.

H.R. 4320 and H.R. 4321 are critical to ensuring that employer and employee rights are protected from activist overreach from the current, partisan NLRB.

Please support this important legislation. Thank you for considering these views.

Sincerely,

A handwritten signature in black ink that reads "Robert J. Green". The signature is written in a cursive style.

Robert J. Green
Executive Director

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