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April 9, 2014

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

Dear Mr. Chairman,

The National Roofing Contractors Association (NRCA) supports the Workforce Democracy and Fairness Act (H.R. 4320) and the Employee Privacy Protection Act (H.R. 4321) and commends you and Rep. Phil Roe, Chairman of the Health, Employment, Labor and Pensions Subcommittee, for your leadership on both of these important bills.

Established in 1886, NRCA is one of the nation's oldest trade associations and the voice of professional roofing contractors worldwide. NRCA has nearly 4,000 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 February, the National Labor Relations Board (NLRB) proposed new regulations that will dramatically change long-standing procedures governing union elections. 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 NLRB regulation would provide employers with only seven days to find legal counsel and prepare their entire case for the NLRB pre-election hearing. The rule would also result in workers having as few as 10 to 14 days to consider all the consequences of joining a union before they must vote in an election. Finally, the regulation requires employers to provide the union with intrusive information about employees, such as home and cell phone numbers.

H.R.4320 is critically necessary to ensure a balanced approach to union organizing elections. The bill will ensure that employers are able to participate in a fair election process by providing at least 14 days to prepare their case to the NLRB and an opportunity to raise additional concerns

throughout the election hearing. The bill also guarantees workers the ability to make a fully informed decision in a union election by ensuring no election is held in less than 35 days. This gives the worker a chance to hear both sides of the issues involved before making a decision. The bill also reinstates the traditional standard for determining which employees will vote in the union election, which has been in place for decades.

H.R 4321 is vitally necessary to protect worker privacy by allowing employees to choose the type of personal contact information that is provided to the union during an organizing campaign. The bill empowers workers to control the disclosure of their personal information. Employers would have seven days to provide a list of employee names and one additional piece of contact information chosen by each individual employee. The bill also modernizes the union election process for the age of email and smartphones by allowing employees to choose the easiest way and safest way to communicate with union organizers.

Again, NRCA supports H.R. 4320 and H.R. 4321 and believes both bills are essential in order to restore a balanced approach to the collective bargaining process that will be upset if the NLRB finalizes its regulation. NRCA urges members of the Committee on Education and the Workforce to support this legislation when it comes before the committee for a vote. If you have questions or need more information, please contact Duane Musser or Andrew Felz in NRCA's Washington, DC, office at 202-546-7584. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Nelson R. Braddy, Jr." The signature is written in a cursive, flowing style.

Nelson R. Braddy, Jr.
King of Texas Roofing, Grand Prairie, Tex.
President, NRCA

cc: Committee on Education and the Workforce Members