



March 16, 2015

United States House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of the Society for Human Resource Management (SHRM) and more than 275,000 HR professionals, I urge you to support S. J. Res. 8, a joint resolution of disapproval to block the National Labor Relations Board's (NLRB) representation election rule when it is brought to the U.S. House floor.

The representation election rule is commonly referred to as the "ambush" election rule because of its focus on speeding up the union election process at the expense of employees and employers, who will have insufficient time to understand and address the relevant issues about the impact of unionization. SHRM has long supported the fundamental right, guaranteed by the National Labor Relations Act (NLRA), of every employee to make an informed, private choice about whether or not to join a union. While estimates vary, elections could occur in as little as 11 days after the employer is notified of an election petition. In addition, the rule severely limits an employer's ability to challenge aspects of the process prior to the election thereby promoting speed of elections over all other goals and requirements of the NLRA. At issue is the opportunity for a full and informed debate before an election is held.

SHRM is particularly troubled by the rule's mandate that employers provide their employees' personal phone numbers and email addresses to labor organizations. HR professionals, who are tasked with protecting employee privacy and personal information, have expressed grave concern throughout the rulemaking process about providing this information to organized labor.

Unfortunately, in issuing its final rule, the Board did not make substantial changes based on concerns identified by SHRM and other stakeholders. Given SHRM's serious and pervasive concerns with this rule, the Society was compelled to file a lawsuit challenging the NLRB ambush election rulemaking – notable in that it is only the third time SHRM has challenged a federal rule in court.

SHRM strongly supports S. J. Res. 8 to block the NLRB's representation election rule and I urge you to vote for it when it comes to the House floor. Thank you in advance for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Henry G. Jackson", with a long horizontal flourish extending to the right.

Henry G. Jackson, CPA
President and Chief Executive Officer