



KEY VOTE ALERT

Support H.R. 3094, the *Workforce Democracy and Fairness Act*

November 29, 2011

United States House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of the American Hotel & Lodging Association (AH&LA) and our 10,000 members nationwide, we would like to urge you to support H.R. 3094, the Workforce Democracy and Fairness Act.

This legislation will ensure that workers have the opportunity to make a fully informed decision about workplace representation, protect worker privacy by allowing workers to decide the type of personal information provided to a union, reinstate the traditional standard for determining which employees will vote in the union election, and ensure employers are able to participate in a fair union election process.

It has become increasingly obvious that the National Labor Relations Board (NLRB) has strayed far from its intended role as an independent arbiter of workplace rules and has become an aggressive advocate for Big Labor. H.R. 3094 is a necessary step in bringing balance back to the process.

In a clear illustration of the need for this legislation, the NLRB has rushed to schedule a hearing on a proposed rule to replace the current right to secret ballot elections with "ambush elections" which would take in as few as 10 days after the union files a petition. If imposed, employees would be denied the opportunity to make a fully informed decision about their workplace representation and strip away their privacy by providing unions with all of their private contact information without their explicit consent. In addition, employers would be deprived of the time to obtain assistance with the election to ensure they were complying with the law.

This action was so brazen that it prompted one of the three members of the NLRB to write a letter to Congress noting: "these actions would contravene long-standing Board tradition and the Board's own internal operating rules." He also expressed "substantial doubts about the legal viability of [his] colleagues' proposed course of action."

In another rule, the NLRB has decided to consider reversing decades of established law and allowing "micro-unions." This would make it easier for unions to organize by permitting them to form smaller bargaining units that often exclude those similarly situated employees who oppose unionization, effectively disenfranchising them.

The Workforce Democracy and Fairness Act will protect workers' rights and privacy. We urge you to support H.R. 3094 and we will be key voting this measure when it is considered.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe McInerney".

Joseph McInerney
President and Chief Executive Officer

A handwritten signature in black ink, appearing to read "Marlene M. Colucci".

Marlene Colucci
Executive Vice President for Public Policy