

# KEY VOTE ALERT!

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Congressional & Public Affairs  
U.S. Chamber of Commerce  
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TO THE MEMBERS OF THE U.S. HOUSE OF REPRESENTATIVES:

The U.S. Chamber of Commerce, the world's largest business federation representing the interests of more than three million businesses and organizations of every size, sector, and region urges you to support H.R. 3094, the "Workforce Democracy and Fairness Act," which would restore balance to U.S. labor laws. The Chamber also urges you to oppose amendments that would weaken the bill.

Since efforts in previous Congresses to pass the Employee Free Choice Act have failed, the National Labor Relations Board (Board) has been working to enact similarly radical changes to America's labor laws through the administrative process. While the Board's outrageous complaint against the Boeing Company has rightfully garnered many headlines, other actions by the Board also threaten to dramatically tilt the labor-relations landscape in favor of organized labor at the expense of job creators and employees.

The Workforce Democracy and Fairness Act would amend the National Labor Relations Act in order to prevent the Board from enacting two of these radical policy initiatives: its proposed "ambush" election rule and its decision in *Specialty Healthcare*. H.R. 3094 would provide for fair representation hearing processes and would also guarantee that employees have ample opportunity to hear both sides of the unionization debate before casting their ballots in a representation election.

Additionally, H.R. 3094 would codify the long-standing criteria that the Board has traditionally used for determining the appropriateness of a proposed bargaining unit. Simply put, the modest changes that would be provided by H.R. 3094 would restore the legal *status quo* that existed prior to the Board's radical policy shift.

The Chamber believes the Workforce Democracy and Fairness Act would be a positive step towards re-establishing the important balance struck by the National Labor Relations Act. **The Chamber strongly urges you to restore this balance by voting yes on H.R. 3094 and voting no on any amendments. The Chamber may consider including votes on, or in relation to, this issue in our annual *How They Voted* scorecard.**

Sincerely,

R. Bruce Josten