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GREGORY F. MURPHY, NORTH CAROLINA  
JEFFERSON VAN DREW, NEW JERSEY

June 2, 2020

Donald Taylor  
President, UNITE HERE  
275 7th Ave.  
New York, NY 10001-6708

Dear Mr. Taylor:

The coronavirus pandemic has created an unprecedented economic and social crisis that continues to impact our entire nation. Nearly 15 percent of Americans are unemployed. Tens of thousands of businesses are closing their doors, some permanently. Individuals, families, business owners, and other organizations are struggling to survive on little or no income. Every dollar counts, so we are writing to ask if UNITE HERE and its affiliate unions are collecting union dues from unemployed workers, as well as dues checkoff from the paychecks of employees who work at businesses receiving federal loans created by Congress to help keep workers on the payroll.

As Members of Congress serving on the Committee of jurisdiction over labor relations issues, we are concerned that the continuing collection of union dues from unemployed workers is imposing an additional and unnecessary hardship on these workers and their families – making it even more difficult for struggling Americans to make ends meet. Moreover, we seek to ensure that government programs such as unemployment insurance and the federal government loans created by recent coronavirus relief legislation are being used for their intended purpose.

As you know, union dues often cost workers hundreds of dollars per month. In the 23 states with no right-to-work law, non-union workers can also be forced to pay hundreds of dollars in so-called “agency-fees”—even if they would prefer to represent themselves rather than accept union representation. Fortunately, some unions are giving workers a break, aware that working families are struggling in these unprecedented times. For example, the Las Vegas Review-Journal reported on April 14 that Culinary Union Local 226 members will not be required to pay dues if they are not getting paid during Nevada’s statewide casino shutdown.<sup>1</sup> Similarly, Deadline.com

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<sup>1</sup> Bailey Schulz, *Furloughed, laid-off culinary union worker dues on hold*, LAS VEGAS REV.-J., Apr. 14, 2020.

reported on March 26 that the International Cinematographers Guild is waiving 100 percent of dues for the second quarter of the year.<sup>2</sup>

Unfortunately, this is not the case nationwide. For example, the Washington Free Beacon reported on March 27 that UNITE HERE Local 11, which represents hospitality workers in Arizona and Southern California, “is still demanding dues payment from workers left unemployed by the coronavirus.”<sup>3</sup> One employee told the Free Beacon, “it sounds to me like all they want is the money, and that’s it. They don’t care about their employees.... My phone company told my wife a couple days ago, ‘If you’re not able to pay, we can always make arrangements. We can wait.’ If other companies are doing this, why can’t the union do the same thing?” This laid-off individual asks an important question. As president of UNITE HERE, you are in a position to provide affected workers, like this individual, an answer on behalf of the unions under the umbrella of your organization.

On the subject of taxpayer dollars being used for COVID-19 relief, many businesses are now receiving certain federal loans intended to help keep them in business and assist with the cost of wages temporarily, in order to help Americans get back to work. Those government loans should be used for that express purpose—to support businesses in the short term and help fund the wages of their workers—rather than having a portion siphoned off to benefit a private, third-party organization.

Mr. Taylor, we strongly urge you to direct all unions affiliated with UNITE HERE to stop collecting dues and fees from unemployed workers immediately, and to work with companies receiving federal coronavirus relief loans to suspend dues checkoff for the duration of the loan. These actions, which some unions have taken since this crisis erupted, would be a tangible benefit for struggling workers, families, taxpayers, and businesses. If you are concerned that doing so may harm your unions’ ability to organize and represent workers effectively, then we respectfully note that labor organizations, including UNITE HERE, currently spend millions of dollars each year on non-bargaining and non-representational activity. Perhaps some of these resources might be redirected to the unions’ core function and purpose of organizing and representing workers. This kind of reprioritization and belt-tightening is exactly what tens of millions of American families and businesses have been forced to do during this crisis.

To understand the impact of union dues collection during the coronavirus pandemic, we request answers to the following questions:

1. Is UNITE HERE or any of its affiliate labor unions collecting dues or agency fees from workers who are unemployed as a result of the coronavirus pandemic?
2. In total, how many workers currently unemployed as a result of the coronavirus pandemic are still being asked to pay dues or agency fees to UNITE HERE or any of its affiliates?

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<sup>2</sup> David Robb, *Cinematographers Guild Offering 100% Dues Relief & Assistance to Members During Coronavirus Shutdown*, DEADLINE.COM, Mar. 26, 2020.

<sup>3</sup> Collin Anderson, *Hospitality Union Demands Dues From Members Left Unemployed by Coronavirus*, WASH. FREE BEACON, Mar. 27, 2020.

3. Have you made any recommendation to unions under the umbrella of UNITE HERE about whether to suspend or continue dues and fees collection from unemployed workers?
4. The nation's unemployment insurance (UI) program is intended to support individuals and families in times of need. If a union is collecting dues from workers who are receiving UI in lieu of a paycheck, then employer and employee tax contributions intended to help jobless workers are instead being used to fund a labor union. This issue is further exacerbated by the recently enacted *Coronavirus Aid, Relief, and Economic Security Act*,<sup>4</sup> which added an additional \$600 per week from federal taxpayers to all unemployment checks. Do you believe it is appropriate that taxpayer dollars from the UI program be used to pay union dues rather than pay for everyday living expenses like food and housing?
5. How many members of UNITE HERE or its affiliate unions are employed and currently being paid by companies receiving federal loans, created by recently enacted coronavirus relief legislation?
6. Do the wages of these individuals mentioned above, which are temporarily being subsidized by American taxpayers, have union dues or agency fees deducted from them through dues checkoff?
7. Do you think it is appropriate to use the hard-earned tax dollars of struggling Americans to support the operation of a labor union, including activities unrelated to collective bargaining, rather than temporarily help fund the wages of American workers, as Congress intended?

On behalf of American workers and taxpayers, we look forward to receiving answers to our questions, and to a nationwide suspension of dues collection from unemployed workers as well as the suspension of dues checkoff at companies receiving federal government loans. We look forward to receiving your responses to the above questions by June 16, 2020.

Sincerely,



Rep. Virginia Foxx  
Ranking Member



Rep. Tim Walberg  
Ranking Member  
Subcommittee on Health, Employment,  
Labor, and Pensions

CC: Speaker Nancy Pelosi, Majority Leader Steny Hoyer, Minority Leader Kevin McCarthy, Chairman Bobby Scott

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<sup>4</sup> Pub. L. No. 116-136.

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GREGORY F. MURPHY, NORTH CAROLINA  
JEFFERSON VAN DREW, NEW JERSEY

June 2, 2020

Richard L. Trumka  
President, AFL-CIO  
815 16th St., NW  
Washington, D.C. 20210

Dear Mr. Trumka:

The coronavirus pandemic has created an unprecedented economic and social crisis that continues to impact our entire nation. Nearly 15 percent of Americans are unemployed. Tens of thousands of businesses are closing their doors, some permanently. Individuals, families, business owners, and other organizations are struggling to survive on little or no income. Every dollar counts, so we are writing to ask if the AFL-CIO and its affiliate unions are collecting union dues from unemployed workers, as well as dues checkoff from the paychecks of employees who work at businesses receiving federal loans created by Congress to help keep workers on the payroll.

As Members of Congress serving on the Committee of jurisdiction over labor relations issues, we are concerned that the continuing collection of union dues from unemployed workers is imposing an additional and unnecessary hardship on these workers and their families – making it even more difficult for struggling Americans to make ends meet. Moreover, we seek to ensure that government programs such as unemployment insurance and the federal government loans created by recent coronavirus relief legislation are being used for their intended purpose.

As you know, union dues often cost workers hundreds of dollars per month. In the 23 states with no right-to-work law, non-union workers can also be forced to pay hundreds of dollars in so-called “agency-fees”—even if they would prefer to represent themselves rather than accept union representation. Fortunately, some unions are giving workers a break, aware that working families are struggling in these unprecedented times. For example, the Las Vegas Review-Journal reported on April 14 that Culinary Union Local 226 members will not be required to pay dues if they are not getting paid during Nevada’s statewide casino shutdown.<sup>1</sup> Similarly, Deadline.com

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reported on March 26 that the International Cinematographers Guild is waiving 100 percent of dues for the second quarter of the year.<sup>2</sup>

Unfortunately, this is not the case nationwide. For example, the Washington Free Beacon reported on March 27 that UNITE HERE Local 11, which represents hospitality workers in Arizona and Southern California, “is still demanding dues payment from workers left unemployed by the coronavirus.”<sup>3</sup> One employee told the Free Beacon, “it sounds to me like all they want is the money, and that’s it. They don’t care about their employees.... My phone company told my wife a couple days ago, ‘If you’re not able to pay, we can always make arrangements. We can wait.’ If other companies are doing this, why can’t the union do the same thing?” This laid-off individual asks an important question. As president of the largest federation of labor unions in the United States, you are in a position to provide affected workers, like this individual, an answer on behalf of the unions under the umbrella of the AFL-CIO.

On the subject of taxpayer dollars being used for COVID-19 relief, many businesses are now receiving certain federal loans intended to help keep them in business and assist with the cost of wages temporarily, in order to help Americans get back to work. Those government loans should be used for that express purpose—to support businesses in the short term and help fund the wages of their workers—rather than having a portion siphoned off to benefit a private, third-party organization.

Mr. Trumka, we strongly urge you to direct all unions affiliated with the AFL-CIO to stop collecting dues and fees from unemployed workers immediately, and to work with companies receiving federal coronavirus relief loans to suspend dues checkoff for the duration of the loan. These actions, which some unions have taken since this crisis erupted, would be a tangible benefit for struggling workers, families, taxpayers, and businesses. If you are concerned that doing so may harm your unions’ ability to organize and represent workers effectively, then we respectfully note that labor organizations, including the AFL-CIO, currently spend millions of dollars each year on non-bargaining and non-representational activity. Perhaps some of these resources might be redirected to the unions’ core function and purpose of organizing and representing workers. This kind of reprioritization and belt-tightening is exactly what tens of millions of American families and businesses have been forced to do during this crisis.

To understand the impact of union dues collection during the coronavirus pandemic, we request answers to the following questions:

1. Is the AFL-CIO or any of its affiliate labor unions collecting dues or agency fees from workers who are unemployed as a result of the coronavirus pandemic?
2. In total, how many workers currently unemployed as a result of the coronavirus pandemic are still being asked to pay dues or agency fees to the AFL-CIO or any of its affiliates?

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3. Have you made any recommendation to unions under the umbrella of the AFL-CIO about whether to suspend or continue dues and fees collection from unemployed workers?
4. The nation's unemployment insurance (UI) program is intended to support individuals and families in times of need. If a union is collecting dues from workers who are receiving UI in lieu of a paycheck, then employer and employee tax contributions intended to help jobless workers are instead being used to fund a labor union. This issue is further exacerbated by the recently enacted *Coronavirus Aid, Relief, and Economic Security Act*,<sup>4</sup> which added an additional \$600 per week from federal taxpayers to all unemployment checks. Do you believe it is appropriate that taxpayer dollars from the UI program be used to pay union dues rather than pay for everyday living expenses like food and housing?
5. How many members of the AFL-CIO or its affiliate unions are employed and currently being paid by companies receiving federal loans, created by recently enacted coronavirus relief legislation?
6. Do the wages of these individuals mentioned above, which are temporarily being subsidized by American taxpayers, have union dues or agency fees deducted from them through dues checkoff?
7. Do you think it is appropriate to use the hard-earned tax dollars of struggling Americans to support the operation of a labor union, including activities unrelated to collective bargaining, rather than temporarily help fund the wages of American workers, as Congress intended?

On behalf of American workers and taxpayers, we look forward to receiving answers to our questions, and to a nationwide suspension of dues collection from unemployed workers as well as the suspension of dues checkoff at companies receiving federal government loans. We look forward to receiving your responses to the above questions by June 16, 2020.

Sincerely,



Rep. Virginia Foxx  
Ranking Member



Rep. Tim Walberg  
Ranking Member  
Subcommittee on Health, Employment,  
Labor, and Pensions

CC: Speaker Nancy Pelosi, Majority Leader Steny Hoyer, Minority Leader Kevin McCarthy, Chairman Bobby Scott

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<sup>4</sup> Pub.L. No. 116-136.

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GREGORY F. MURPHY, NORTH CAROLINA  
JEFFERSON VAN DREW, NEW JERSEY

June 2, 2020

James P. Hoffa  
General President, International Brotherhood of Teamsters  
25 Louisiana Ave., NW  
Washington, D.C. 20001

Dear Mr. Hoffa:

The coronavirus pandemic has created an unprecedented economic and social crisis that continues to impact our entire nation. Nearly 15 percent of Americans are unemployed. Tens of thousands of businesses are closing their doors, some permanently. Individuals, families, business owners, and other organizations are struggling to survive on little or no income. Every dollar counts, so we are writing to ask if the International Brotherhood of Teamsters and its affiliate unions are collecting union dues from unemployed workers, as well as dues checkoff from the paychecks of employees who work at businesses receiving federal loans created by Congress to help keep workers on the payroll.

As Members of Congress serving on the Committee of jurisdiction over labor relations issues, we are concerned that the continuing collection of union dues from unemployed workers is imposing an additional and unnecessary hardship on these workers and their families – making it even more difficult for struggling Americans to make ends meet. Moreover, we seek to ensure that government programs such as unemployment insurance and the federal government loans created by recent coronavirus relief legislation are being used for their intended purpose.

As you know, union dues often cost workers hundreds of dollars per month. In the 23 states with no right-to-work law, non-union workers can also be forced to pay hundreds of dollars in so-called “agency-fees”—even if they would prefer to represent themselves rather than accept union representation. Fortunately, some unions are giving workers a break, aware that working families are struggling in these unprecedented times. For example, the Las Vegas Review-Journal reported on April 14 that Culinary Union Local 226 members will not be required to pay dues if they are not getting paid during Nevada’s statewide casino shutdown.<sup>1</sup> Similarly, Deadline.com

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reported on March 26 that the International Cinematographers Guild is waiving 100 percent of dues for the second quarter of the year.<sup>2</sup>

Unfortunately, this is not the case nationwide. For example, the Washington Free Beacon reported on March 27 that UNITE HERE Local 11, which represents hospitality workers in Arizona and Southern California, “is still demanding dues payment from workers left unemployed by the coronavirus.”<sup>3</sup> One employee told the Free Beacon, “it sounds to me like all they want is the money, and that’s it. They don’t care about their employees.... My phone company told my wife a couple days ago, ‘If you’re not able to pay, we can always make arrangements. We can wait.’ If other companies are doing this, why can’t the union do the same thing?” This laid-off individual asks an important question. As president of one of the largest labor organizations in the United States, you are in a position to provide affected workers, like this individual, an answer on behalf of the unions under the umbrella of the Teamsters.

On the subject of taxpayer dollars being used for COVID-19 relief, many businesses are now receiving certain federal loans intended to help keep them in business and assist with the cost of wages temporarily, in order to help Americans get back to work. Those government loans should be used for that express purpose—to support businesses in the short term and help fund the wages of their workers—rather than having a portion siphoned off to benefit a private, third-party organization.

Mr. Hoffa, we strongly urge you to direct all unions affiliated with the Teamsters to stop collecting dues and fees from unemployed workers immediately, and to work with companies receiving federal coronavirus relief loans to suspend dues checkoff for the duration of the loan. These actions, which some unions have taken since this crisis erupted, would be a tangible benefit for struggling workers, families, taxpayers, and businesses. If you are concerned that doing so may harm your unions’ ability to organize and represent workers effectively, then we respectfully note that labor organizations, including the Teamsters, currently spend millions of dollars each year on non-bargaining and non-representational activity. Perhaps some of these resources might be redirected to the unions’ core function and purpose of organizing and representing workers. This kind of reprioritization and belt-tightening is exactly what tens of millions of American families and businesses have been forced to do during this crisis.

To understand the impact of union dues collection during the coronavirus pandemic, we request answers to the following questions:

1. Is the Teamsters Union or any of its affiliate labor unions collecting dues or agency fees from workers who are unemployed as a result of the coronavirus pandemic?
2. In total, how many workers currently unemployed as a result of the coronavirus pandemic are still being asked to pay dues or agency fees to the Teamsters or any of its affiliates?

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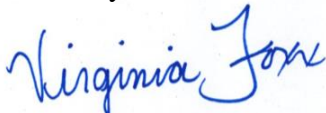
<sup>3</sup> Collin Anderson, *Hospitality Union Demands Dues From Members Left Unemployed by Coronavirus*, WASH. FREE BEACON, Mar. 27, 2020.



3. Have you made any recommendation to unions under the umbrella of the Teamsters about whether to suspend or continue dues and fees collection from unemployed workers?
4. The nation's unemployment insurance (UI) program is intended to support individuals and families in times of need. If a union is collecting dues from workers who are receiving UI in lieu of a paycheck, then employer and employee tax contributions intended to help jobless workers are instead being used to fund a labor union. This issue is further exacerbated by the recently enacted *Coronavirus Aid, Relief, and Economic Security Act*,<sup>4</sup> which added an additional \$600 per week from federal taxpayers to all unemployment checks. Do you believe it is appropriate that taxpayer dollars from the UI program be used to pay union dues rather than pay for everyday living expenses like food and housing?
5. How many members of the Teamsters or its affiliate unions are employed and currently being paid by companies receiving federal loans, created by recently enacted coronavirus relief legislation?
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On behalf of American workers and taxpayers, we look forward to receiving answers to our questions, and to a nationwide suspension of dues collection from unemployed workers as well as the suspension of dues checkoff at companies receiving federal government loans. We look forward to receiving your responses to the above questions by June 16, 2020.

Sincerely,



Rep. Virginia Foxx  
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Rep. Tim Walberg  
Ranking Member  
Subcommittee on Health, Employment,  
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CC: Speaker Nancy Pelosi, Majority Leader Steny Hoyer, Minority Leader Kevin McCarthy, Chairman Bobby Scott

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<sup>4</sup> Pub.L. No. 116-136.

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JEFFERSON VAN DREW, NEW JERSEY

June 2, 2020

Mary Kay Henry  
President, Service Employees International Union  
1800 Massachusetts Ave., NW  
Washington, D.C. 20036

Dear Ms. Henry:

The coronavirus pandemic has created an unprecedented economic and social crisis that continues to impact our entire nation. Nearly 15 percent of Americans are unemployed. Tens of thousands of businesses are closing their doors, some permanently. Individuals, families, business owners, and other organizations are struggling to survive on little or no income. Every dollar counts, so we are writing to ask if the Service Employees International Union (SEIU) and its affiliate unions are collecting union dues from unemployed workers, as well as dues checkoff from the paychecks of employees who work at businesses receiving federal loans created by Congress to help keep workers on the payroll.

As Members of Congress serving on the Committee of jurisdiction over labor relations issues, we are concerned that the continuing collection of union dues from unemployed workers is imposing an additional and unnecessary hardship on these workers and their families – making it even more difficult for struggling Americans to make ends meet. Moreover, we seek to ensure that government programs such as unemployment insurance and the federal government loans created by recent coronavirus relief legislation are being used for their intended purpose.

As you know, union dues often cost workers hundreds of dollars per month. In the 23 states with no right-to-work law, non-union workers can also be forced to pay hundreds of dollars in so-called “agency-fees”—even if they would prefer to represent themselves rather than accept union representation. Fortunately, some unions are giving workers a break, aware that working families are struggling in these unprecedented times. For example, the Las Vegas Review-Journal reported on April 14 that Culinary Union Local 226 members will not be required to pay dues if they are not getting paid during Nevada’s statewide casino shutdown.<sup>1</sup> Similarly, Deadline.com

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<sup>1</sup> Bailey Schulz, *Furloughed, laid-off culinary union worker dues on hold*, LAS VEGAS REV.-J., Apr. 14, 2020.

reported on March 26 that the International Cinematographers Guild is waiving 100 percent of dues for the second quarter of the year.<sup>2</sup>

Unfortunately, this is not the case nationwide. For example, the Washington Free Beacon reported on March 27 that UNITE HERE Local 11, which represents hospitality workers in Arizona and Southern California, “is still demanding dues payment from workers left unemployed by the coronavirus.”<sup>3</sup> One employee told the Free Beacon, “it sounds to me like all they want is the money, and that’s it. They don’t care about their employees.... My phone company told my wife a couple days ago, ‘If you’re not able to pay, we can always make arrangements. We can wait.’ If other companies are doing this, why can’t the union do the same thing?” This laid-off individual asks an important question. As president of one of the largest labor organizations in the United States, you are in a position to provide affected workers, like this individual, an answer on behalf of the unions under the umbrella of the SEIU.

On the subject of taxpayer dollars being used for COVID-19 relief, many businesses are now receiving certain federal loans intended to help keep them in business and assist with the cost of wages temporarily, in order to help Americans get back to work. Those government loans should be used for that express purpose—to support businesses in the short term and help fund the wages of their workers—rather than having a portion siphoned off to benefit a private, third-party organization.

Ms. Henry, we strongly urge you to direct all unions affiliated with the SEIU to stop collecting dues and fees from unemployed workers immediately, and to work with companies receiving federal coronavirus relief loans to suspend dues checkoff for the duration of the loan. These actions, which some unions have taken since this crisis erupted, would be a tangible benefit for struggling workers, families, taxpayers, and businesses. If you are concerned that doing so may harm your unions’ ability to organize and represent workers effectively, we respectfully note that labor organizations, including the SEIU, currently spend millions of dollars each year on non-bargaining and non-representational activity. Perhaps some of these resources might be redirected to the unions’ core function and purpose of organizing and representing workers. This kind of reprioritization and belt-tightening is exactly what tens of millions of American families and businesses have been forced to do during this crisis.

To understand the impact of union dues collection during the coronavirus pandemic, we request answers to the following questions:

1. Is the SEIU or any of its affiliate labor unions collecting dues or agency fees from workers who are unemployed as a result of the coronavirus pandemic?
2. In total, how many workers currently unemployed as a result of the coronavirus pandemic are still being asked to pay dues or agency fees to the SEIU or any of its affiliates?

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<sup>2</sup> David Robb, *Cinematographers Guild Offering 100% Dues Relief & Assistance to Members During Coronavirus Shutdown*, DEADLINE.COM, Mar. 26, 2020.

<sup>3</sup> Collin Anderson, *Hospitality Union Demands Dues From Members Left Unemployed by Coronavirus*, WASH. FREE BEACON, Mar. 27, 2020.

3. Have you made any recommendation to unions under the umbrella of the SEIU about whether to suspend or continue dues and fees collection from unemployed workers?
4. The nation's unemployment insurance (UI) program is intended to support individuals and families in times of need. If a union is collecting dues from workers who are receiving UI in lieu of a paycheck, then employer and employee tax contributions intended to help jobless workers are instead being used to fund a labor union. This issue is further exacerbated by the recently enacted *Coronavirus Aid, Relief, and Economic Security Act*,<sup>4</sup> which added an additional \$600 per week from federal tax payers to all unemployment checks. Do you believe it is appropriate that taxpayer dollars from the UI program be used to pay union dues rather than pay for everyday living expenses like food and housing?
5. How many members of the SEIU or its affiliate unions are employed and currently being paid by companies receiving federal loans, created by recently enacted coronavirus relief legislation?
6. Do the wages of these individuals mentioned above, which are temporarily being subsidized by American taxpayers, have union dues or agency fees deducted from them through dues checkoff?
7. Do you think it is appropriate to use the hard-earned tax dollars of struggling Americans to support the operation of a labor union, including activities unrelated to collective bargaining, rather than temporarily help fund the wages of American workers, as Congress intended?

On behalf of American workers and taxpayers, we look forward to receiving answers to our questions, and to a nationwide suspension of dues collection from unemployed workers as well as the suspension of dues checkoff at companies receiving federal government loans. We look forward to receiving your responses to the above questions by June 16, 2020.

Sincerely,



Rep. Virginia Foxx  
Ranking Member



Rep. Tim Walberg  
Ranking Member  
Subcommittee on Health, Employment,  
Labor, and Pensions

CC: Speaker Nancy Pelosi, Majority Leader Steny Hoyer, Minority Leader Kevin McCarthy,  
Chairman Bobby Scott

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<sup>4</sup> Pub.L. No. 116-136.