



April 23, 2026

The Honorable Mike Johnson  
Speaker of the House  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Hakeem Jeffries  
Minority Leader  
U.S. House of Representatives  
Washington, DC 20515

Dear Speaker Johnson and Minority Leader Jeffries:

On behalf of the National Retail Federation (NRF), I urge you to oppose S. 844, the Faster Labor Contracts Act (FLCA) and any attempts to expedite its consideration. The National Retail Federation (NRF) has determined that the legislation will negatively impact our members and the overall economy. On behalf of NRF, I write to express our opposition to the legislation. **Advancing this legislation would have severe consequences on the retail industry, and NRF will consider votes concerning, co-sponsorship of or signage of the discharge petition within our Retail Opportunity Index Votes for our annual voting scorecard.**

The National Retail Federation passionately advocates for the people, brands, policies and ideas that help retail succeed. From its headquarters in Washington, D.C., NRF empowers the industry that powers the economy. Retail is the nation's largest private-sector employer, contributing \$5.3 trillion to annual GDP and supporting more than one in four U.S. jobs — 55 million working Americans. For over a century, NRF has been a voice for every retailer and every retail job, educating, inspiring and communicating the powerful impact retail has on local communities and global economies.

The FLCA would fundamentally alter federal labor law by allowing the government to impose the terms of a first collective bargaining agreement if the parties do not reach agreement within 120 days. Under the bill, a government-appointed arbitration panel could dictate wages, benefits, workplace policies, safety rules and other core terms of employment for up to two years. Government-mandated contracts would harm both workers and employers. Arbitrators simply lack the knowledge necessary to set workable terms for individual businesses, particularly in a highly competitive, low-margin industry such as retail. This approach undermines the bedrock principle of voluntary agreement enshrined in the National Labor Relations Act.

The FLCA also raises serious constitutional and due process concerns. Granting the federal government unprecedented authority to impose binding contract terms, without clear standards or safeguards, is inconsistent with longstanding Fifth Amendment protections and basic principles of private contract law. We urge Congress to reject this legislation.

Sincerely,

A handwritten signature in black ink that reads "David French". The signature is stylized and cursive.

David French  
Executive Vice President  
Government Relations