



October 24, 2011

The Honorable Robert Andrews
U.S. House of Representatives
Washington, DC 20515

Dear Representative Andrews:

On behalf of the National Council of Chain Restaurants (NCCR), I am writing to you in support of H.R. 3094, the Workforce Democracy and Fairness Act. This straightforward measure seeks to thwart an attempt by the National Labor Relations Board (NLRB) to unilaterally enact significant portions of the debunked and discredited legislation known as the "Employee Free Choice Act" from the last Congress. We are pleased that the Committee on Education and the Workforce is scheduled to consider the bill this week and we ask that you vote in favor of the legislation.

Recently, the NLRB issued a proposed rule that would unfairly and unnecessarily impose ambush elections on unsuspecting business owners in which employees vote on whether they want to be represented by a union. The NLRB scheme would require such elections to be conducted under unjust and unrealistically short time frames which would unfairly restrict the ability of business owners, small and large, to discuss this vitally important issue with their employees. In addition, the NLRB plan poses significant threats to individual privacy as it forces businesses to provide employee telephone numbers (including cell phones), personal email addresses, and work schedules to union organizers.

H.R. 3094 also seeks to overturn a recent NLRB decision that would allow the formation of small "micro-unions" in workplaces around the country and allow union organizers to cherry pick small groups of employees to join these mini-unions through undemocratic gerrymandered union elections. In addition, formation of micro-unions would significantly impact a business owner's ability to meet customer demands through flexible staffing as one set of micro-union employees could not perform work assigned to another micro-union within the workplace. In addition, micro-unions will reduce job opportunities and impose restrictions on upward mobility for employees within a business.

Congress and the NLRB should recognize that partisan politics, overregulation, and high unemployment don't mix when it comes to job creation and solving our nation's economic problems. H.R. 3094 is an important step in curbing the NLRB's activist agenda. Thank you for considering these views.

Sincerely,

Robert J. Green
Executive Director

National Council of Chain Restaurants

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