



# *The Second Offensive*

Labor and Employment Policy in 2014

## What We Can Do

- Get Educated on the Issues
  - [www.WorkforceFreedom.com](http://www.WorkforceFreedom.com) & [www.USChamber.com](http://www.USChamber.com)
- Urge Congress to Support Good Legislation and to Fight Overregulation - Contact Officials by phone or webpage ([www.senate.gov](http://www.senate.gov) & [www.house.gov](http://www.house.gov))
  - *Secret Ballot Protection Act* – H.R. 2346 – Union elections must be by secret ballot, not card check.
  - *Representation Fairness Restoration Act* – H.R. 2347 – Reverses *Specialty Healthcare* (micro-unions) and gives employers equal weight when determining appropriate bargaining units.
  - *Workforce Democracy and Fairness Act* – H.R. 4320; S.2178 – Mandates employers receive at least 35 days notice before a union election. Workers have time to make a fully informed decision. Bargaining unit and voter eligibility must be determined before certifying a union.
  - *Employee Privacy Protection Act* – H.R. 4321 – Protects employee privacy. Workers choose how a union may contact them and what personal information is disclosed.
  - *National Right To Work Act* – H.R. 946; S. 204 – Eliminates laws that require union membership as a condition of employment.
- Submit letters to Congress and op-eds to your local newspaper editor (see samples)
- Stay Involved with your State and Local Chamber and the U.S. Chamber



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U.S. CHAMBER OF COMMERCE

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1615 H Street, NW  
Washington, DC 20062-2000  
www.uschamber.com

## Protect Employers and Workers through Oversight and Good Legislation

Dear Senator/Representative \_\_\_\_\_:

Restoring balance to labor regulations, protecting workers' and employers' rights, and encouraging job growth are vital to our nation's economic recovery. However, over the past six years, federal regulatory agencies have been advancing an agenda that is making it far more difficult to create new jobs, start or expand businesses, and get our economy moving.

One of the worst offenders is the National Labor Relations Board (NLRB). This rogue agency's ongoing anti-employer policy initiatives are discouraging business growth and killing jobs. Instead of being a neutral referee of labor disputes and balancing the interests of workers, unions and job creators, the agency has pursued a decidedly pro-union agenda. This includes reversing fair and long-standing precedents, limiting employers' rights, promoting ambush elections, fracturing workplaces into multiple bargaining units, and disregarding employees' personal privacy rights. Now it intends to upend the long-standing joint-employer standard to expand franchisor and parent company liabilities, forcing companies to negotiate with unions over workers they do not employ.

I strongly urge you to co-sponsor and support good legislation that will fairly protect employers, workers, and unions and to take corrective action to end the NLRB's regulatory overreach.

- *Secret Ballot Protection Act* – H.R. 2346 – Union elections must be by secret ballot, not card check.
- *Representation Fairness Restoration Act* – H.R. 2347 – Reverses *Specialty Healthcare* (micro-unions) and gives employers equal weight when determining appropriate bargaining units.
- *Workforce Democracy and Fairness Act* – H.R. 4320; S.2178 – Mandates employers receive at least 35 days notice before a union election, allowing workers to receive balanced information and time to make a fully informed decision.
- *Employee Privacy Protection Act* – H.R. 4321 – Protects employee privacy. Workers choose how a union may contact them and what personal information is disclosed.
- *National Right To Work Act* – H.R. 946; S. 204 – Eliminates laws that require union membership as a condition of employment.

I would also urge you to pass appropriations riders to halt the NLRB's regulatory overreach, and to engage in appropriate oversight. Our labor laws should be fairly enforced, not used as a tool to promote the union agenda.

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Signature

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Print Name & Address



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## Sample Newspaper Op-ed

### **Congress needs to Protect Employers and Workers from the Union Agenda**

For the past six years, organized labor, and those in Washington, DC that receive their support, have abused the power of federal regulatory agencies to further the unions' agenda. Companies of all sizes are now facing a rising tide of regulations that stifle job growth, limit employers' rights, stack the deck in favor of unions, and make it harder to grow, start or maintain a business.

In particular, the National Labor Relations Board (NLRB) is using lawsuits, case decisions, and new rules to unfairly benefit unions. This rogue agency is reversing long-established legal precedents, unbalancing the playing field and eliminating protections for employers and workers that have stood for decades.

For example, the agency's proposed ambush election rule will drastically curtail employer free speech rights, deprive workers of vital, balanced information and share employees' personal contact information with campaigning outside unions. The NLRB has also encouraged unions to gerrymander bargaining units, creating multiple "micro" unions within the same workforce, through its *Specialty Healthcare* decision, and has attacked common-sense provisions in employee handbooks that have been used for decades even those that simply encourage workers to be courteous to their co-workers and customers.

Now the agency is trying to undermine franchise relationships, holding businesses liable for workers they don't even employ. Doing so would destroy an entire business model that accounts for thousands of small businesses and millions of jobs.

Congress and the federal administrative agencies in Washington, DC need to remember that labor laws and regulations also have a significant impact on our economy. If we want employers to start creating more jobs, our elected officials need to put an end to abuse of power that has defined the NLRB over the past six years.

Sincerely,

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Signature

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Print Name & Address