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June 13, 2017

United States House of Representatives
Education and the Workforce Committee
Subcommittee on Health, Employment, Labor, and Pensions
Washington, DC 20515

Dear Representative:

On behalf of our three million members and the 50 million students they serve, we would like to offer our views on the three bills discussed below in connection with tomorrow's hearing on reforms to the National Labor Relations Act. We strongly oppose all three bills and urge you to do the same.

Workforce Democracy and Fairness Act (H.R. 2776)

This bill is a deliberate attack on the ability of workers to organize and bargain collectively. It imposes an arbitrary 35-day delay prior to an election and 14-day delay prior to a pre-election hearing that serve no purpose other than to give employers time to discourage unionization. Requiring the National Labor Relations Board to rule on all pre- and post-election disputes before a union is certified could delay union elections still more. When employees are finally allowed to vote, employers could dilute support for unionization by expanding the bargaining unit to include employees who have expressed no interest in joining a union.

Employee Privacy Protection Act (H.R. 2775)

The real goal of the bill is not to protect employees' privacy, but to weaken unions and delay or obstruct their ability to communicate with workers during union election campaigns. During union election campaigns, unions would have access only to employees' names and a single point of contact—a significant rollback of the current requirement that employers must provide employees' home addresses, personal email addresses, and personal cell phone numbers if available. Moreover, unions would need to follow complicated procedures to obtain any information at all.

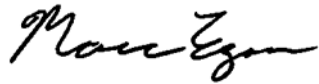
Employee Rights Act (H.R. 2723)

Under the current system, modeled after the U.S. election system, a union wins an election if it wins the support of a majority of voters in an election. This bill would instead require unions to win a majority of eligible voters—in effect, every non-voter would become a “no” vote. Other provisions prohibit employers from voluntarily recognizing unions and require new union elections every three years if more than 50 percent of current employees did not vote in the original certification election.

Taken together, these three bills would severely limit workers' efforts to organize and have a voice in their workplace. We urge you to examine these proposals closely at tomorrow's hearing and to oppose them going forward.

Thank you for the opportunity to submit these comments.

Sincerely,

A handwritten signature in black ink that reads "Marc Egan". The signature is written in a cursive, flowing style.

Marc Egan
Director of Government Relations
National Education Association