

**CHAMBER OF COMMERCE
OF THE
UNITED STATES OF AMERICA**

NEIL L. BRADLEY
SENIOR VICE PRESIDENT &
CHIEF POLICY OFFICER

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June 28, 2017

The Honorable Virginia Foxx
Chairwoman
Committee on Education and the Workforce
U.S. House of Representatives
Washington, DC 20515

The Honorable Bobby Scott
Ranking Member
Committee on Education and the Workforce
U.S. House of Representatives
Washington, DC 20515

Dear Chairwoman Foxx and Ranking Member Scott:

The U.S. Chamber of Commerce supports H.R. 2776, the “Workforce Democracy and Fairness Act” and H.R. 2775, the “Employee Privacy Protection Act.” These bills would restore balance to the nation’s labor laws.

After the failure in previous sessions of Congress to enact the Employee Free Choice Act (EFCA) the National Labor Relations Board (NLRB) has sought to revise the process for union organizing through regulations and rulings. Among the NLRB’s most controversial actions was the issuance in February 2014 of its “ambush” elections regulation which has resulted in shorter campaigns for union organizing elections, greatly reducing an employer’s ability to communicate with its employees. Additionally, the ambush election regulation requires employers to provide multiple methods for the union to contact employees, including their schedules, without the employees consenting to this release of private information.

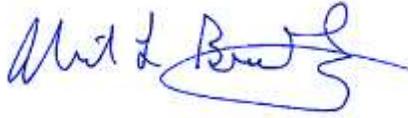
Another significant change in organizing procedures resulted from the Board’s 2011 decision in *Specialty Healthcare* that radically changed the concept of the bargaining unit and has resulted in “micro unions”—very small bargaining units within a workplace that increase the difficulties for employers trying to manage and reach agreements with their unions.

H.R. 2776, the “Workforce Democracy and Fairness Act,” would amend the National Labor Relations Act (NLRA) to provide for a fair representation hearing process and would also guarantee that employees have ample opportunity to hear both sides of the unionization debate before casting their ballots in a representation election. It would also address the problems created by the *Specialty Healthcare* decision. H.R. 2775, the “Employee Privacy Protection Act,” would allow employees to choose how they may be contacted by union organizers and grant employers seven days to provide that information to the union organizers.

The Chamber believes the “Workforce Democracy and Fairness Act” and the “Employee Privacy Protection Act” would be positive steps towards re-establishing the important balance

struck by the National Labor Relations Act. The Chamber supports H.R. 2776 and H.R. 2775 and urges the Committee to report these bills to the full House as expeditiously as practicable.

Sincerely,

A handwritten signature in blue ink, appearing to read "Neil L. Bradley", with a large, stylized flourish at the end.

Neil L. Bradley

cc: Members of the House Committee on Education and the Workforce