

# Key Vote



November 30, 2011

Dear Members of the U.S. House of Representatives:

On behalf of the nation's nearly one million restaurants, who employ nearly 13 million Americans, and the millions of guests we serve each day, the National Restaurant Association urges you to support the "Workforce Democracy and Fairness Act," H.R. 3094.

The restaurant industry is the nation's second-largest private-sector employer, providing jobs to nearly one in every 10 workers. With the right policies, America's restaurants will be able to create even more jobs and provide greater opportunities to more Americans. But we must end anti-growth regulations like those coming from the National Labor Relations Board to do so.

The Workforce Democracy and Fairness Act aims to ensure fairness for employers in the face of recent anti-business actions by the NLRB.

Specifically, the legislation blocks the NLRB from moving forward with its ambush election proposal allowing union representation elections to be held in as few as 10 days after the filing of a union petition. This move would shorten the period between petition to elections to such a degree that it would deny employees the time and information needed to make an informed decision on union representation.

The Workforce Democracy and Fairness Act also would reverse the NLRB's recent decision in the *Specialty Healthcare* case, which opens the door to micro-unions. The *Specialty Healthcare* decision would allow the creation of mini-unions, making it easier for unions to organize by allowing them to form small groups of workers who support the union without allowing other workers who oppose the union an opportunity to vote. Job creators would then be in the unworkable situation of bargaining with multiple unions for similarly situated employees.

We praise Congressman John Kline, Chairman of the House Education and Workforce Committee, for his leadership on this issue and for bringing to light the harmful decisions and regulations coming out of the NLRB.

The National Restaurant Association urges you to vote yes in support of the "Workforce Democracy and Fairness Act," H.R. 3094. We will consider votes on, or related to, H.R. 3094 in our annual "how they voted" scorecard.

Sincerely,

Scott DeFife  
Executive Vice President, Policy and Government Affairs  
National Restaurant Association