

I voted Yes on H.R. 3094, the Workforce Democracy and Fairness Act.

As a long-time union member and business owner, I know that unions continue to play a critical role in ensuring good working conditions and benefits for workers. This bill would protect employers and employees, however, from a new National Labor Relations Board (NLRB) proposal allowing for "ambush" elections within short windows, as well a decision to allow "micro unions" to form within one company. I strongly support unions, but it is clear that these proposed rules go too far and stray from long-standing precedent – to the detriment of both workers and employers.

H.R. 3094 would provide employers with at least 14 days to prepare a case to present before a NLRB election officer and an opportunity to raise additional concerns throughout the hearing. It would additionally guarantee workers the ability to make a fully informed decision in a union election, by clarifying that no union election could be held on less than 35 days' notice. Under this bill, workers would have a chance to hear both sides of the debate before ballots are cast.

The bill also reinstates the traditional standard for determining which employees will vote in the union election, which was developed over the years under guidance from Congress.

I understand that we need to respect both employees and employers because a growing economy needs both to function. We need to create a business friendly climate in the United States while respecting labor rights - and we can.

I supported H.R. 3094 because it would require the NLRB to change course and reaffirms protections that our workers and employers have received for decades. Major decisions regarding labor policy should be made whenever possible by elected representatives in Congress, not through the regulation of unelected bureaucrats.

The bill was approved by a vote of 235 – 188.