

Bill Would Block Rule Change by National Labor Relations Board That Would Cost Indiana Jobs

Washington, D.C.—U.S. Congressman Mike Pence voted for H.R. 3094, the Workforce Democracy and Fairness Act, which would block the National Labor Relations Board (NLRB) from instituting changes it recently passed to speed up union elections and grant unions intrusive personal information on employees, changes that if implemented will cost Indiana jobs. The bill passed the House 235-188.

"The recent NLRB action to allow union elections as little as ten days after a petition is filed fails to provide enough time for adequate debate and information to be considered by workers and ultimately will cost Indiana jobs," said Pence. "This bill provides workers with the time necessary to make an informed decision and protects them from release of intrusive personal information, which will ensure a fair and open union election process."

Background

On June 22, 2011, the National Labor Relations Board issued a notice of proposed rulemaking that will significantly change procedures that govern union elections. The NLRB's proposal, which it recently passed will, among other things:

- Provide employers just seven days to find legal counsel and prepare their entire case to be presented at pre-election hearing convened by an NLRB election officer;
- Give workers as little as 10 days to consider all the consequences of joining a union before they have to vote in the election;

- Severely limit an employer's ability to raise additional issues or concerns throughout the pre-election hearing process; and

- Require that employers provide to the union even more intrusive information about their employees, including home or cell phone numbers, personal email addresses, and work schedules.

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