



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

DENNIS WILLIAMS, President

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October 2, 2017



IN REPLY REFER TO
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Dear Representative:

On behalf of the more than one million active and retired members of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), I strongly urge you to oppose H.R. 3441, the “Save Local Business Act.” This ill-conceived bill would make it more difficult for workers to join together and collectively bargain to improve working conditions and raise living standards. This is a bad bill for working people because it would make it even easier for businesses to replace full time jobs with precarious temporary employment.

H.R. 3441 overturns long established case law and joint employer standards found in labor and employment law. It does this by redefining the term ‘employer’ in a way that would make it nearly impossible for workers to hold their employers accountable when their rights are violated.

Disturbingly, businesses and large corporations throughout our economy have avoided responsibility to their employees by hiding behind staffing agencies to claim they are not technically their employer. The net result for working people has been lower wages and fewer job protections. For example, within the auto parts manufacturing sector, the National Employment Law Project (NELP) estimates that temporary workers earn, on average, 29% less than direct employees of manufacturers. We have seen how, in the automotive sector, multinational corporations often hire temporary workers, who work side by side, doing the same job, for years, with full time workers and earning significantly less.

H.R. 3441 would also overturn the National Labor Relations Board’s (NLRB) in *Browning-Ferris*. The *Browning-Ferris* decision was good for working families because it established that workers could negotiate with their true employer under fact specific circumstances. In that case, a subcontractor for Browning-Ferris Industries (BFI), Leadpoint, was unable to negotiate several basic employment terms without permission from BFI. The NLRB sensibly found that BFI must be at the bargaining table along with its subcontractor Leadpoint. Under the terms of this bill, that would not be the case when similar disputes arise in the future.

Economic inequality and a shortage of good paying jobs has hurt working people and our economy for decades. Unfortunately, HR.3341 would make a bad situation worse. Congress should reject this bill and instead work to create more jobs you can sustain a family on.

Sincerely,

Josh Nassar
Legislative Director