



**Leo W. Gerard**  
International President

November 1, 2017

U.S. House of Representatives  
Washington, D.C. 20515

Dear Representative,

On behalf of the 850,000 members of the United Steelworkers (USW), I strongly urge you to oppose HR 3441, the ludicrously named "Save Local Business Act". The bill has virtually nothing to do with small businesses but will greatly restrict the definition of employer under the Fair Labor Standards Act (FLSA).

Targeting a National Labor Relations Board decision, *Browning-Ferris Industries*; HR 3441 is not only drafted to repeal a decision where the employer tried to avoid collective bargaining responsibilities through subcontracting, but radically changes the Fair Labor Standards Act. Currently, under the FLSA, employers cannot hide behind labor contractors or franchisees when they set conditions of employment. HR 3441 strips nearly a century of workforce protections to give large employers almost unfettered ability to hide from long established employer responsibilities.

The rise in temporary or precarious work in the United States is fast becoming an unfortunate norm in the economy. A recent study on the rise of temporary employment found the proportion of American workers engaged in "alternative work" jumped from 10.7% to 15.8% in the last decade.<sup>1</sup> When in the last decade 94% of net job growth is in the alternative work category, workers continuously find themselves unable to seek remedy for their grievances or an ability to collectively hold their ultimate employer accountable. HR 3441 will accelerate the growth of job-instability as employers will be able to manipulate the system to avoid collective bargaining by hiring temporary employees or contractor employees.

Congress' responsibility to American workers in this time of rising income inequality and precarious work must be to improve access to collective bargaining and stop employer circumvention of U.S. labor laws; not to weaken them. HR 3441 strips workers of another tool to hold their employers accountable. A vote for this legislation is a vote against working people and the right to democratic representation in the workplace. I urge you to vote no on HR 3441.

Sincerely,

  
Leo W. Gerard  
International President

<sup>1</sup> <http://dataspace.princeton.edu/jspui/bitstream/88435/dsp01zs25xb933/3/603.pdf>