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

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IN REPLY REFER TO

1757 N STREET, N.W.  
WASHINGTON, D.C. 20036  
TELEPHONE: (202) 828-8500  
FAX (202) 293-3457

July 28, 2011

Dear Representative:

The House is expected to vote this week on H.R. 2587, the so-called "Protecting Jobs from Government Interference Act." On behalf of over one million active and retired UAW members, I write to urge you to oppose this legislation, which would strip the National Labor Relations Board (NLRB or Board) of authority to remedy employer violations of worker rights under the National Labor Relations Act (NLRA).

The stated purpose of the NLRA, enacted by Congress in 1935 to establish and enforce the right of workers to unionize, is to *encourage* collective bargaining. Yet over the years this right has been nearly completely eroded due to employers' use of union-busting consultants and the NLRB's weak penalty scheme. With back pay and reinstatement the only remedy for an illegal discharge and a notice-posting the remedy for bad faith bargaining, too many employers have decided it pays to break our nation's premier labor law.

Now some in Congress want to further weaken the already ineffective remedies available to the NLRB. H.R. 2587 would amend the NLRA to deny the Board any power to order an employer to rescind the outsourcing of work or to reinstate work in cases where the employer's motivation in outsourcing the work was to retaliate against workers for engaging in protected activities. In other words, employers would be free to punish any pro-union worker or group of workers simply by eliminating their jobs and relocating or contracting out the work they were doing, and the NLRB would be helpless to remedy the situation.

The rights of workers to join together in concerted activity and to bargain collectively are core human rights respected and observed in democracies around the globe. The UAW submits that Congress should be voting to *strengthen* the penalties available to remedy violations of the NLRA so that engaging in illegal anti-union conduct will no longer be "just a cost of doing business." Congress surely should not be further diluting those rights.

For these reasons, the UAW strongly urges you to oppose H.R. 2587 when it comes to the House floor for a vote.

Sincerely,

Barbara Somson  
Legislative Director

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