



AFL-CIO

AMERICA'S UNIONS

**American Federation
of Labor and
Congress of Industrial
Organizations**

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March 31, 2020

By email to the Executive Secretary at Roxanne.Rothschild@nlrb.gov

Chairman John Ring
National Labor Relations Board

Dear Chairman Ring:

I write to express my utter outrage, indeed, incredulity that the National Labor Relations Board, while itself delaying all elections and hearings nationwide, chose a moment of national emergency to divert its resources in order to make it more difficult for employees to obtain representation during this public health and economic crisis, both through an election and through voluntary recognition, by issuing a final rule in RIN 3142-AA16 today.

While America's workers are risking our lives to keep you safe and fed, you and your colleagues have chosen this moment to change the rules under which we can gain the representation we need to protect ourselves. This was unthinking at best and surely the product of an ideological zeal that has marked your tenure as chairman and that, at present, makes you oblivious to the reality that exists in the workplace as I write this letter.

How is it possible that, while delaying all elections and hearings nationwide and without any publicly announced plan to resume those critical operations, you have issued a rule addressing what you have characterized as the "unnecessary" delay of elections caused by blocking charges, even though the number of such charges is already falling and they impact only a very small number of cases? With even more callous disregard to the purposes of the National Labor Relations Act, while you yourself have suspended all elections, you have now chosen to divert precious agency resources to make voluntary recognition—the only route to union representation other than an election—more difficult. Among other things, your rule requires that in order to obtain the protection bargaining relationships need to be successful, employers must "post in conspicuous places" a notice. Are you aware that most of America's workers cannot now enter our workplaces to see any such notices?

Chairman John Ring

March 31, 2020

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I call on Congress and all fair-minded people to condemn your actions.

I demand that the board immediately suspend the effective date of the rule until no earlier than September 1, 2020.

A handwritten signature in black ink, appearing to read "Richard L. Trumka". The signature is stylized and cursive.

Richard L. Trumka

President

AFL-CIO

cc: The Honorable Donald J. Trump
President of the United States
The White House

The Honorable Nancy Pelosi
Speaker of the House
U.S. House of Representatives

The Honorable Chuck Schumer
Democratic Leader
U.S. Senate