



COALITION FOR A **DEMOCRATIC WORKPLACE**

March 26, 2019

Dear Members of the Subcommittee on Health, Employment, Labor and Pensions:

The Coalition for a Democratic Workplace (CDW) thanks the subcommittee for holding this hearing on labor law reform. While we agree Congress should consider improvements to our nation's labor laws, CDW urges the committee to reject legislation such as the Workplace Democracy Act (WDA) ([S. 2810](#) and [H.R. 5728](#), 115th Congress) and Workers' Freedom to Negotiate Act (WFNA) ([S. 3064](#) and [H.R. 6080](#), 115th Congress), both which contain multiple provisions that would harm employees, employers, and the economy.

Formed in 2005, CDW is a broad-based coalition of nearly 500 hundred organizations representing millions of employers that employ tens of millions of employees in various industries across the country. Our members are united by their concerns with changes and attempted changes to labor laws that unnecessarily harm America's workforce, businesses, and economy.

The WDA and WFNA would diminish employee access to secret ballots in union elections, codify into law the National Labor Relations Board's controversial 2015 joint-employer standard, target the "gig" economy, eliminate Right-to-Work protections for workers, infringe on employers' right to seek legal counsel on complex labor laws, and strip away "secondary boycott" protections that prevent unions from targeting businesses that are not a party to underlying labor disputes. The WFNA also includes provisions that would blacklist federal contractors and subcontractors from procurement opportunities over allegations of wrongdoing. These bills are designed to implement the labor law policies that were explicitly rejected by the judicial system, opposed on a bipartisan basis in Congress, and/or abandoned by the agencies asked to enforce them. For more detail about the bills and the harm they would do, visit www.myprivateballot.com.

CDW strongly urges the Committee not to pursue the misguided policies of the past. Instead, the Committee should work with all relevant parties to implement reforms that protect employee and employer rights while encouraging economic growth among old and new industries.

Sincerely,
The Coalition for a Democratic Workplace