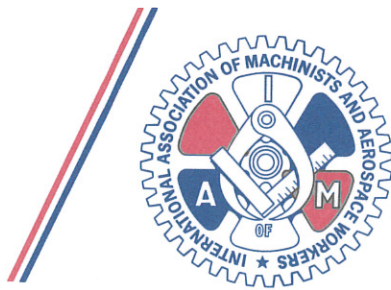


**International
Association of
Machinists and
Aerospace Workers**



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Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE INTERNATIONAL PRESIDENT

November 28, 2011

RE: H.R. 3094 Workforce Democracy and
Fairness Act

Dear Representative,

On behalf of the International Association of Machinists and Aerospace Workers, I **strongly urge you to vote "NO" to the "Workforce Democracy and Fairness Act" H.R. 3094.** This anti-worker legislation should be called the "Election Prevention Act" because it would give unscrupulous employers more opportunities to thwart workers' efforts to organize and also add more delays to an already broken National Labor Relations Board ("NLRB") election process.

This bill was introduced in direct response to the NLRB's proposed rule to minimize undue delay in union elections. Instead of minimizing delay, H.R. 3094 mandates it. For example, no election may occur sooner than 35 days after filing of an election petition. However, there is no limit on how long an election may be delayed as a result of employer claims, challenges and litigation. Delay gives employers more time to use any means, legal or illegal, to pressure employees into abandoning their organizing efforts.

H.R. 3094 imposes restrictions on workers' opportunities to receive information from unions, but does nothing to curb the power of employers to force workers to listen to their anti-union propaganda, under the threat of discharge if they try to object.

H.R. 3094 also manipulates the procedure for deciding who is in the bargaining unit. The bill encourages the "gerrymandering" of bargaining units by codifying a test that destroys 75 years of Board decision-making.

In sum, H.R. 3094 would delay and ultimately prevent union representation elections, encourages frivolous litigation, and manipulates the procedure for deciding who is a bargaining unit. For the above reasons, I ask that you oppose this latest attack on workers' rights by voting "NO" to the "Election Prevention Act."

If you have any questions, please contact Matthew McKinnon, Legislative Director at (301) 967-4575.

Sincerely,

R. Thomas Buffenbarger
International President