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Legislative Alert: Quayle Amendment to the Military Construction Appropriations Bill

Abstract

[Excerpt] On behalf of the AFL-CIO, I urge you to oppose the Quayle Amendment (No, 3) to the Military Construction appropriations bill. The Quayle Amendment would prohibit implementation of the National Labor Relations Board (NLRB) rule that requires employers to post workplace notices informing employees of their rights under the National Labor Relations Act. Prohibiting the NLRB from informing workers of their basic rights is tantamount to denying them their rights, and that is clearly the intention of the amendment.

Keywords

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Comments

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EXECUTIVE VICE-PRESIDENT

LEGISLATIVE ALERT!

(202) 637-5057

May 31, 2012

Dear Representative:

On behalf of the AFL-CIO, I urge you to oppose the Quayle Amendment (No. 3) to the Military Construction appropriations bill. The Quayle Amendment would prohibit implementation of the National Labor Relations Board (NLRB) rule that requires employers to post workplace notices informing employees of their rights under the National Labor Relations Act. Prohibiting the NLRB from informing workers of their basic rights is tantamount to denying them their rights, and that is clearly the intention of the amendment.

The NLRB Rule is a common sense step toward ensuring that employees are informed of – and able to exercise – their rights to organize and bargain collectively for a higher standard of living. In fact, the notice informs them both of their rights to engage in concerted activity for the purpose of collective bargaining, as well as the right to refrain for any or all of such activities. It also includes contact information for the NLRB so workers know how to contact them if their rights have been violated. The NLRB cannot enforce the law if someone does not step forward and file a charge. The rule is necessary because as numerous studies have shown, employees know disturbingly little about their rights under the NLRA, and notice posting at work is a widely recognized and effective means of informing workers of their workplace rights.

In fact, virtually every state and federal employment statute, including the Fair Labor Standards Act, the Equal Opportunity Employment Act, the Americans with Disabilities Act, OSHA and the Age Discrimination in Employment Act, have workplace notices describing statutory rights and their means of enforcement. The NLRB's notice simply requires that a piece of paper be posted with all the other similar notices of workplace rights. It costs virtually nothing, but is extremely instrumental in protecting the workers' rights. Prohibiting the posting of the core provisions of the NLRA is clearly designed to make sure that the very persons protected by the Act will be unaware of its existence.

We urge you to vote no on the Quayle Amendment.

Sincerely,

William Samuel, Director
Government Affairs Department