



## Construction Industry Round Table

## Legislative News

*A force for positive change in the design / construction industry*

### **12/01/11 – Obama Administration Pushes Through New Labor Regulation**

“Snap” union elections may be coming to your worksite thanks to a new unprecedented rules change rammed through on November 30th by a partisan faction of the National Labor Relations Board seeking to make the controversial change before President Obama’s extremely questionable “recess appointed” Board member Craig Becker’s term ends on December 31<sup>st</sup>. The new election rule is designed to minimize the gap between coercive “card check” organizing - which was rejected on a bipartisan basis by Congress two years ago - and virtually instantaneous ballot elections. This will enable unions to use card check organizing and demand elections while limiting the ability of employers to communicate with their workers. The rule also restricts the rights of workers and employers to raise issues of union misconduct and fraud prior to a binding election. By reducing the time the rule also reduces the amount of information available for employees to make an informed, non-passionate decision when weighting all of the potential outcomes – thus, in some ways the new Obama Administration rule is simultaneously anti-worker and anti-employer - while the only winners are the unions. The business community has already begun the process of calling upon Congress to undo the Obama Administration's unprecedented labor law change to allow “snap” elections in union certification drives.