

# It's the National Labor Relations Board

## NLRB Chairman Pearce plans a challenging future for employers

January 30, 2012

It is no surprise that the now-at-full-strength Obama NLRB will attempt to implement the most shamelessly pro-union agenda since the Labor Relations Reform Act crashed and burned in 1977.

This Board, as announced by Chairman Pearce on Thursday, January 26, 2012, will implement the remaining portions of the Draconian rules it tabled last month. This board will soon seek to impose rules such as:

- Forcing employers to provide their employees' names, addresses, phone numbers, and email addresses to unions engaged in organizing them.
- Shortening the already shrinking time from the date when a union election is set and when it will be conducted to a point where the employer cannot prepare a factual response to the union's propaganda.
- Provide unions with access to the employer's premises for the sole purpose of promulgating their stale old proletariat drivel, in cases where an employer has been accused of violating the law.
- Limiting or eliminating the employer's ability to communicate with employees during an organizing drive.
- Depriving employers of their lawful right to challenge via litigation the appropriateness of the union's claim that it represents its employees.

Earlier last year this agency imposed regulation to force employers to advertise for unions via the posting of an Employee Rights document. This intrusion is set to be enforced later this year.

It's the National **Labor** Relations Act. Those, who are surprised by this, have not read the Act. Section 1 says in part "... encouraging the practice and procedure of collective bargaining ..." You cannot have collective bargaining unless you have a labor organization to bargain with. Thus, it is the statutory purpose of the NLRB to encourage the organization of employees into unions.

Obviously, this fight is not over yet. There may be a reprieve if Congress can find a way to obstruct the NLRB's anti-employer policies, and then there is the inevitable lawsuit.

The President says he wants U.S. companies to return to the U.S. and make things here, but his handpicked NLRB continues to perpetuate the decades old war against those same employers.



Employers need to watch these developments closely. Things could happen quickly.

Best regards,

A handwritten signature in blue ink, appearing to read "Bill Adams", is set against a light yellow rectangular background.

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