Dear Senator Murray:

We are career civil servants at the National Labor Relations Board (NLRB). We write in our capacity as private citizens to express alarm at the White House’s proposed and unjustified slashing of the NLRB’s budget and staffing for fiscal years (FY) 2018 and 2019. We are aware that internal staff unions and other organizations have been petitioning with separate letters and actions. This letter is not intended to conflict with anything those organizations say in an effort to fully fund the Agency. Rather, this letter is intended to show broad support for full funding across all branches and positions within the Agency.

We ask that you fight to preserve the NLRB’s funding at FY2017 levels adjusted for inflation. If the NLRB’s budget and staff are reduced, the Agency will not be able to effectively serve the public and fulfill its core mission to protect workplace democracy while maintaining industrial peace.

The NLRB is tasked with administering the National Labor Relations Act (NLRA), the primary federal statute governing labor relations in the private sector. The significance of this mandate cannot be overstated for those aggrieved under the NLRA, as the NLRB is the public’s sole avenue for redress. As stated in the Agency’s FY2019 Budget Justification, “there is no private right of action under the NLRA, thus the Agency and its staff is the only recourse for any employer, employee, or union to seek redress of a violation of the NLRA.” Central to its mission, the NLRB provides employers and employees alike with essential protections designed by Congress to maintain labor peace throughout the country.

Regional offices routinely and quickly intervene where unlawful labor unrest is likely to impede the free flow of commerce. To illustrate, the Brooklyn Regional office recently and swiftly mobilized its limited resources to successfully prevent the proliferation of labor strife, after a union illegally picketed and demanded the boycott of neutral hotels that were entirely unconnected to the union’s primary dispute with a separate employer. The Regional office promptly secured a temporary restraining order and preliminary injunction in federal court, which required the union

cease and desist from engaging in the unlawful picketing and secondary boycott, effectively returning the free flow of commerce to its unrestricted status quo ante.

The NLRB’s regional offices resolve almost all disputes that come before the Agency, many which if left unresolved, would undermine the national economy and the public’s trust in government, as Congress predicted when it drafted the NLRA. In one of many examples across the country, the Agency’s Manhattan Regional office recently facilitated a $1M global settlement between a Bronx restaurant chain and its employees. For years, the chain engaged in flagrant wage theft. When a group of employees decided to speak up and file a federal wage and hour suit, they were summarily fired and subjected to frivolous defamation and RICO actions brought by the restaurant chain. The Regional office issued complaint against the chain, but the Regional staff was able to facilitate a comprehensive settlement before hearing. The settlement remedied the illegal discharges, reimbursed the employees six years of stolen wages, and rescinded the restaurant chain’s baseless and retaliatory lawsuits against the employees. The resolution in this case is one of many thousands the NLRB reaches across the country each year.

When litigation becomes necessary, the Agency often overcomes extremely limited resources to get the job done. In another example, the Chicago Regional office helped a group of nurses after one of the biggest health corporations in Illinois unlawfully refused to recognize or bargain with the nurses’ union, monitored the nurses’ union discussions on Facebook, and threatened the nurses because of their support for their union. After a two-week hearing before an administrative law judge and a three-day trial in federal court, the Regional office prevailed, and the health corporation subsequently agreed to recognize and bargain with the nurses’ union.

The NLRB’s successful enforcement of the NLRA will decline if the Agency’s funding cannot keep up with inflation, let alone is drastically cut. The Administration proposes slashing the Agency’s budget from $272M to $258M in FY2018, and then to $249M in FY2019. The FY2018 and FY2019 Budget Justifications state only that the cuts are necessary to support “the President’s Comprehensive Plan to improve efficiency, effectiveness and accountability of the Agency,” and to “to realign the NLRB’s funding with its caseload.” This proposition is a solution in search of a problem. Case intake has been steady over the past two years and is projected to remain stable through FY2019. In response to the NLRB’s recent inadequate funding however, the Agency has already imposed significant austerity measures, by closing almost 20% of its regional offices throughout the country and eliminating 13% of our jobs in the last two years alone. The Administration now demands the Agency further eliminate 80 of our jobs in FY2018, and another 95 jobs in FY2019 -- more than 10% of the Agency’s current workforce of 1,476. This drastic reduction will perpetuate the Agency’s chronic understaffing and further impair our ability to serve the public through vigorous enforcement of federal labor law.

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2 The President’s Budget for Fiscal Year 2019, p. 1205.
The NLRB can only function effectively if the public is aware of its rights under the NLRA, because the NLRA requires parties first notify the Agency of possible labor law violations. In the absence of sufficient funding and resources to conduct meaningful outreach however, the public is unfairly expected to seek out the NLRB’s assistance to redress wrongs without knowing their rights. The Administration’s proposed austerity measures will further reduce the NLRB’s footprint across the country, and inevitably leave the public further in the dark about their rights under federal labor law. Given the rising tide of income inequality and enduring wage stagnation throughout the country, the public should be fully informed of their workplace rights, especially those enforced by this Agency.

We, the civil servants of the NLRB, are committed to fulfilling the Agency’s mission, and ask that you give us the resources to do so by maintaining the NLRB’s funding at fiscal year 2017 levels adjusted for inflation. If Congress further reduces the NLRB’s funding, the rights of workers across the country will suffer. Please help us ensure the mission of the NLRA stays vibrantly alive.

Sincerely,

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<th>Name of signer</th>
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<th>NLRB office where signer works</th>
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