



NATIONAL FRATERNAL ORDER OF POLICE®

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CHUCK CANTERBURY
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4 April 2016

The Honorable Jason E. Chaffetz
Chairman
Committee on Oversight and
Government Reform
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Elijah E. Cummings
Ranking Member
Committee on Oversight and
Government Reform
U.S. House of Representatives
Washington, D.C. 20515

Dear Chairman Chaffetz and Representative Cummings,

I am writing on behalf of the Fraternal Order of Police to advise you of our strong opposition to H.R. 4461, the "Federal Employees Rights Act." This legislation repeals current authority allowing the deduction of labor organization dues from employee pay and prohibits federal agencies, including executive and judicial agencies, the U.S. Postal Service, the Postal Regulatory Commission, and the Government of the District of Columbia, from deducting any amount from the pay of an employee for the dues of a labor organization. In addition, this bill also requires a vote of more than 50% of all employees (not just the employees who cast ballots) to approve representation, from the current 30%.

Every organization needs funds to operate and unions are no exception. The most prevalent operations that involve union representation are negotiating, enforcing and administering collective bargaining agreements (CBA). Through a union, workers have the right to negotiate over wages, work hours, benefits, workplace health and safety, job training and other work-related issues. Because Federal employees are not required to join a union, thus leaving membership and dues payments left up to individual's discretion, this legislation is completely unnecessary. Not only will this legislation take away the rights of payroll deduction, but it also prevents federal employee unions from using dues money to represent employees who have voluntarily joined and pay union dues on issues such as advocating for wages, hours, and benefits, education and job training and other work-related issues without signing a new authorization form, in which they are provided only 35 days to do so. The outcome of this legislation coming to fruition will be the diminution of labor organizations.

This legislation also alters the standard for union recognition from 50% of "those who cast ballots" to 50% of all eligible voters in the bargaining unit, while also changing the standard from 30% showing of interest to "more than 50%" in order to hold an election. These regulation changes will directly restrict union representation; they are much higher than what is required for most public officials' elections and is an underhanded jab at labor organizations.

— BUILDING ON A PROUD TRADITION —



Allowing for the deduction of labor organization dues from employee pay and providing adequate representation for its members ensures that the union stands firm. Taking these imperative employee rights away will severely weaken labor organizations as we know them.

On behalf of more than 300,000 members of the Fraternal Order of Police, I want to thank you for considering our view on this important issue. If I can be of any further assistance, please do not hesitate to contact me or Executive Director Jim Pasco in my Washington Office.

Sincerely,

A handwritten signature in black ink that reads "Chuck Canterbury". The signature is written in a cursive, flowing style with a large, sweeping flourish at the end of the name.

Chuck Canterbury
National President