



United States Government  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, DC 20570  
[www.nlr.gov](http://www.nlr.gov)

February 2, 2011

The Honorable Alan Wilson  
Attorney General  
State of South Carolina  
P.O. Box 11549  
Columbia, SC 29211

The Honorable Mark L. Shurtleff  
Attorney General  
State of Utah  
350 North State Street – Suite 230  
Salt Lake City, UT 84114-2320

The Honorable Tom Horne  
Attorney General  
State of Arizona  
1275 W. Washington  
Phoenix, AZ 85007

The Honorable Marty J. Jackley  
Attorney General  
State of South Dakota  
1302 E. Highway 14 – Suite 1  
Pierre, SD 57501-8501

Gentlemen:

Thank you for your letter of January 27, 2011. I appreciate your prompt reply and your commendable desire to resolve this matter without unnecessary expenditure of taxpayer money. I share that desire.

As you have unanimously expressed the opinion that the State Amendments can all be construed in a manner consistent with federal law, I believe your letter may provide a basis upon which this matter can be resolved without the necessity of costly litigation. My staff will shortly be in contact with the staff members you have designated to explore this issue further.

Sincerely,

A handwritten signature in black ink that reads 'Lafe E. Solomon'. The signature is fluid and cursive.

Lafe E. Solomon  
Acting General Counsel

cc: via e-mail:

Bryan P. Stirling, Deputy Attorney General, Office of the South Carolina  
Attorney General

J. Emory Smith, Jr., Asst. Deputy Attorney General, Office of the South Carolina  
Attorney General

Robert D. Cook, Asst. Deputy Attorney General, Office of the South Carolina  
Attorney General

John E. Swallow, Chief Deputy, Office of the Utah Attorney General

Patricia Archer, Assistant Attorney General, Office of the South Dakota Attorney  
General

Eric J. Bistrow, Chief Deputy, Office of the Arizona Attorney General