



LAW ENFORCEMENT OFFICERS SECURITY & POLICE BENEVOLENT ASSOCIATION LEOS-PBA

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Re: NLRB Regarding the Representation Election Regulations

4/18/18

Dear National Labor Relation Board Members

My name is Steve Maritas, Executive Director of the Law Enforcement Officers Security & Police Benevolent Association LEOS-PBA and organizing Director for the LEOSU & LEOSU-DC security unions. On Tuesday July 19, 2011, I was one several speakers who had the privilege of speaking on behalf of labor and workers everywhere in support of the NLRB's pre- and post-election procedures. (See the enclosed list of speakers below).

Having been a union organizer for over 35 years, running upwards of hundred campaigns a year through the years, I can unequivocally state, under the present NLRB election system and procedures, neither the Union or management has any unfair advantage under the present system. This is also noted by Labor Relations Institute, Inc management consultant Phil Wilson who has stated many times in his blog posts that the win loss ratio since the Board's final rule was published back on December 15, 2014, have remained relatively the same.

Under the present system, elections are now held in a timely manner usually within a 21 to 25 day period vs. 42 days or longer. Under the old system, management had an unfair advantage by using the broken system to delay, delay and create more delays, by making frivolous arguments they knew they cannot win, in their attempt to slow down the election process, while frustrating workers and subjecting them to daily mandatory union busting meetings and tactics in their attempt to defeat these workers who were trying to exercise their Section 7 rights to improve wages, benefits and other conditions of employment, collectively.

While I continue to support additional changes to NLRB election procedures making it easier for workers everywhere to join a union, as noted in my NLRB presentation on Tuesday July 19, 2011, which can be found at the following link below, I hereby state that if this newly formed republican Board is not going to make improvements in the election rules, then I ask that the 2014 Election Rule be retained without change. NLRB Hearing Link: <https://youtu.be/qwqisZqubUs>

I would also like to note for the record, with the budget cuts proposed for the NLRB, should this Board decide to go back to the original election procedures, adding additional time to conduct pre-election hearings which is very costly and time consuming, this would no doubt add additional costs to a budget, that is already being reduced.

I thank you for your time and consideration in this very serious matter.

Monday, July 18 - Morning Session

Watch Chairman Liebman's opening remarks

1. Arnold E. Perl, Glankler Brown PLLC o/b/o Tennessee Chamber of Commerce and Industry
2. Hope J. Singer, Bush Gottlieb Singer López Kohanski Adelstein & Dickinson
3. Brian A. Caufield, Fox Rothschild LLP
4. Marshall B. Babson, Seyfarth Shaw LLP
5. Dr. Anne Marie Lofaso, West Virginia University College of Law
6. Eric C. Schweitzer, Ogletree Deakins Law Firm o/b/o COLLE (Council on Labor Law Equality)
7. Scott Pedigo/Rich Cossell, Utility Workers Union Local 304
8. Peter Kirsanow, National Association of Manufacturers
9. Professor Samuel Estreicher, New York University School of Law
10. Michael Prendergast, Holland & Knight
11. Amy Bachelder, Sachs Waldman P.C.
12. Oliver J. Bell, Texas Labor & Employee Relations Consortium
13. Christine Lou Owens, National Employment Law Project
14. William P. Barrett/David C. Burton, Williams Mullen o/b/o Universal Leaf Tobacco
15. Ross Eisenbrey, Economic Policy Institute
16. Ronald J. Holland, Sheppard Mullin Richter & Hampton

Monday, July 18 - Afternoon Session

Watch Chairman Liebman's introductory remarks

1. Andrew M. Kramer, Jones Day o/b/o HR Policy Association
2. Thomas W. Meiklejohn, Livingston, Adler, Pulda, Meiklejohn & Kelly
3. Michael J. Hunter, Hunter, Carnahan, Shoub, Byard & Harshman

5. Ronald Meisburg, United States Chamber of Commerce
6. Professor Ethan Daniel Kaplan, Columbia University (Visiting) and University of Maryland at College Park
7. Robert Garbini, National Ready Mixed Concrete Association
8. Margaret A. McCann, American Federation of State, County and Municipal Employees (AFSCME)
9. Douglas A. Darch, Baker & McKenzie o/b/o Illinois Chamber of Commerce and the Wisconsin Manufacturers and Commerce
10. Joseph A. McCartin, Kalmanovitz Initiative for Labor and the Working Poor
11. F. Curt Kirschner, Jr., Jones Day o/b/o American Hospital Association and American Society of Healthcare Human Resources Association
12. Veronica Tench/Shari Kurtz, Service Employees International Union
13. Charles I. Cohen, Morgan Lewis o/b/o Coalition for a Democratic Workplace
14. John Brady/David Linton, American Federation of Teachers
15. Brett McMahon, Miller & Long Construction
16. Michael D. Pearson, Retired NLRB Field Examiner

Tuesday, July 19 - Morning Session

Watch Chairman Liebman's opening remarks

1. Faith Clark/Phil Ornot, United Steelworkers
2. G. Roger King, Jones Day o/b/o Society for Human Resource Management
3. Paul F. Clark, Dept. of Labor Studies and Employment Relations, Penn State University
4. Elizabeth Milito/John Raudabaugh, Nixon Peabody o/b/o National Federation of Independent Business
5. Christopher N. Grant, Schuchat, Cook & Werner
6. Patrick J. O'Neill, United Food and Commercial Workers International Union
7. Maurice Baskin, Associated Builders and Contractors, Inc.
8. Brian Brennan, IBEW
9. Harold R. Weinrich, Jackson Lewis LLP
10. Elizabeth Bunn, AFL-CIO
11. Kimberly Freeman Brown, American Rights at Work
12. Francis T. "Tom" Coleman, Printing Industries of America
13. Sarita Gupta, National Jobs With Justice

14. C. Stephen Jones, Jr., Chandler Concrete Co., Inc.

15. Professor Dorian Warren, Columbia University

Tuesday, July 19 - Afternoon Session

1. Lexer Quamie, The Leadership Conference on Civil and Human Rights

2. Steve Maritas, International Union, Security, Police and Fire Professionals of America SPFPA

3. William Messenger, National Right to Work Legal Defense Foundation

4. Joseph L. Paller Jr., Gilbert & Sackman

5. Russ Brown, Labor Relations Institute

6. Dr. Dean Baker, Center for Economic and Policy Research

7. Yona Rozen, Gillespie, Rosen & Watsky PC

8. R. Brian Bixby/Karla Kozak, TWU International

9. Jay P. Krupin, Epstein Becker Green o/b/o National Grocers Association

10. David Madland, Center for American Progress Action Fund

11. Michael E. Avakian, The Center on National Labor Policy Inc.

12. Peter J. Leff, Graphic Communications Conference of the International Brotherhood of Teamsters

13. David A. Kadela, Littler Mendelson

13. Professor Kate Bronfenbrenner, Cornell School of Industrial and Labor Relations

Speakers presenting at the July 19, 2011 session of the NLRB open meeting on pre- and post-election procedures.

Respectfully

Steve Maritas

Steve Maritas 

LEOS-PBA Executive Director