



Foundation Action

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of the National Right to Work
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Following Foundation Legal Arguments, Trump Fires Biden-Appointed NLRB Bureaucrats

Foundation constitutional lawsuit first to argue presidents can remove Board members

WASHINGTON, DC – Joe Biden, a career lackey of Big Labor union bosses, spared no moment of his administration ensuring that his cronies at the top of America’s largest unions gained power at the expense of independent-minded workers.

Only minutes after being inaugurated in 2021, he began setting the stage for a Big Labor takeover of the federal government: He immediately fired Peter Robb, the general counsel for the National Labor Relations Board (NLRB) during Donald Trump’s first term. With Robb gone, Biden’s acting general counsel quickly quashed multiple National Right to Work Foundation-backed cases that would have otherwise received full NLRB consideration. When Biden filled the general counsel position, he picked Jennifer Abruzzo -- a radical ex-Communications Workers of America (CWA) lawyer who was confirmed only because then-Vice President Kamala Harris broke a party-line deadlock in the Senate.

And Biden wasn’t finished. He filled two vacancies on the Board itself with Gwynne Wilcox and David Prouty -- who had both worked for the radical Service Employees International Union (SEIU).

Biden’s crusade against worker freedom arguably culminated in the disastrous *Cemex Construction Materials Pacific* NLRB decision, which gave union officials the power to seize monopoly bargaining power in a workplace without winning a secret-ballot election among employees. The Biden Board



President Trump appears intent on ending union bosses’ reign at the NLRB. One of his first actions was to axe Jennifer Abruzzo and Gwynne Wilcox, both ex-union bosses who constantly sought to beef up their cronies’ powers over employees.

also repealed key Foundation-backed reforms that (among other things) stopped union bosses from using so-called “blocking charges” alleging employer malfeasance to stop workers from voting in union removal elections they had requested.

Sudden End of Radical Biden Majority Creates Opportunities for Foundation Litigation

But, just a week after re-ascending to the White House, President Trump took immediate action to undo the damage to worker freedom caused by the historically-radical Biden NLRB. In late January, Trump took the crucial step of giving both Abruzzo and Wilcox the boot. That, combined with the fact that the Senate did not confirm Biden NLRB Chairman Lauren McFerran

for another term, means Trump has the opportunity to appoint a pro-freedom majority to the Board before it considers any other cases.

“We hope that this signals the opening of a new chapter at the NLRB, where the agency will fulfill its statutory mandate to protect workers’ right to associate with
See ‘Hope for Foundation’ page 7

IN THIS ISSUE

- 2 Hundreds of OH Workers Exit Teamsters as Union Bosses’ Amazon ‘Strike’ Stunt Flounders
- 3 DOJ Attorney Battles Biden Admin Union Power Grab Over Justice Department
- 4 St. Louis-Area Worker Battles Illegal Union Threats to Get Non-Members Fired
- 5 More Minnesota Nurses Send MNA Union Bosses Packing
- 6 Vanderbilt Grad Students Free From Aggressive UAW Campaign

Hundreds of OH Workers Exit Teamsters as Union Bosses' Amazon 'Strike' Stunt Flounders

O'Brien tried to take away Christmas cheer, but couldn't take away Ohio workers' freedom

WASHINGTON, DC – This past December, Teamsters President Sean O'Brien announced the "largest-ever strike against Amazon," claiming that thousands of workers would heed his strike order, abandon their delivery vehicles and hit the picket lines. O'Brien threatened that Christmas gifts would be delayed unless his demands were met.

Those who took O'Brien's rhetoric at face value would have thought he was a veritable Grinch stealing Christmas (even though he tried to explain it was Amazon's fault that the strike had to occur). But even reporting from pro-Big Labor outlets soon revealed that the order was more story than substance: According to *Labor Notes*, only about 600 employees obeyed the strike order despite Teamsters honchos claiming to "represent" some 7,000 to 10,000 Amazon employees.

Even the small number who did cease work on O'Brien's command are arguably not employees of Amazon, and likely aren't under Teamsters control at all: They work primarily for independent contractors that carry out some delivery functions for Amazon. Even if O'Brien's dubious theory claiming he had control over those delivery drivers was correct, it would have only affected 10 out of the roughly 110 Amazon centers



Daniel Caughhorn led a scrappy group of his coworkers in voting Teamsters bosses out of their workplace, a scrap metal processing facility in Toledo, OH. They also beat back union bosses' attempts to overturn their vote.

nationwide. Still, National Right to Work Foundation staff attorneys put a special legal notice out to delivery drivers nationwide informing them of their rights if they were illegally coerced to strike.

Workers Defeat Cynical Attempt by Teamsters to Overturn Vote

The December 2024 Teamsters "strike" against Amazon may go down in history as a strained publicity stunt. But the more significant Teamsters news that month was that hundreds of Foundation-backed workers across

Northern Ohio took real action by voting to free themselves from unwanted Teamsters officials' so-called "representation."

Dusty Hinkle, an employee for Frito-Lay's plant in Wooster, OH, and Daniel Caughhorn, a worker at scrap metal firm Omnisource's facility in Toledo, OH, paved the way to freedom for their coworkers by submitting petitions asking the National Labor Relations Board (NLRB) to hold votes among their coworkers to remove or "decertify" Teamsters unions at their facilities. They submitted these in October and August 2024, respectively, with free Foundation legal assistance.

Because Ohio lacks Right to Work protections for its private sector workers, Teamsters officials enforced contracts that required Hinkle, Caughhorn, and their colleagues to pay union dues or fees as a condition of keeping their jobs. In contrast, in Right to Work states, union membership and all union financial support are strictly voluntary.

The NLRB, the federal agency that enforces federal labor law, administered decertification votes at Hinkle's and Caughhorn's workplaces after finding that both petitions contained enough employee signatures to trigger a vote under agency rules. Even though clear majorities of workers voted against Teamsters union control in both votes, Teamsters union officials filed objections alleging misconduct by Frito-Lay and Omnisource management in an attempt to overturn the election results.

However, in both cases regional NLRB officials tossed the union objections and certified the workers' votes. The Omnisource and Frito-Lay employees -- over 430 in total -- thereby cut all ties with the Teamsters unions. Now both sets of employees are free both of union

See 'Ohio Workers' page 8

Foundation Action

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DOJ Attorney Battles Biden Admin Union Power Grab Over Justice Department

Foundation attorneys challenge last minute unionization in violation of FLRA case law

WASHINGTON, DC – In states across the country, union officials go to great lengths to gain more political influence, and will often violate established law to do so.

As veteran Department of Justice attorney Jeffrey Morrison is discovering, federal agencies are no exception. Morrison is challenging a last-minute attempt by National Treasury Employees Union (NTEU) bosses to gain monopoly bargaining control over attorneys at both the DOJ Civil Rights Division (CRT, where Morrison is employed) and the DOJ Environment and Natural Resources Division (ENRD).

The unionization campaign was fast-tracked just days after Trump’s November election victory, in an apparent attempt to formally hand NTEU union officials power over the divisions prior to inauguration day. Morrison’s legal action asks the Federal Labor Relations Authority (FLRA) to formally review the actions by the Biden DOJ and NTEU officials. The FLRA is the federal agency responsible for adjudicating disputes between federal employees, union officials, and agencies within the federal government.

Brief: DOJ Holdovers and NTEU Bosses Colluded to Flout Existing Law

Morrison, who is receiving free legal aid from the National Right to Work Foundation, contends in filings before the FLRA that the NTEU’s scheme violates an existing FLRA decision in which the agency ruled that CRT attorneys did not comprise a work unit appropriate for unionization. DOJ management raised this exact concern about the CRT unit with the FLRA after NTEU union bosses began their campaign, but the DOJ dropped its opposition just days after the November federal elections.

Morrison is asking the FLRA to review the decision of the Regional



NTEU union bosses backed Kamala Harris for President, but when voters rejected her, NTEU union officials and the Biden-Harris Administration hastily moved to install the union at the DOJ in an apparent attempt to obstruct Trump’s priorities.

Director to allow the election to go forward in the CRT and ENRD divisions without properly considering if these divisions are an appropriate unit under the law.

Morrison’s filings (called “Applications for Review”) came after DOJ management and NTEU union officials agreed that the CRT and ENRD were work units appropriate for unionization. His Applications for Review point out that a prior FLRA decision, *Antitrust Division*, held that CRT lawyers “did not have a separate and distinct community of interest from other DOJ trial attorneys” and for that reason couldn’t stand as a distinct bargaining unit.

“[T]he Authority determined this very unit to not be an appropriate unit... The Regional Director’s failure to comply with current, binding Authority precedent is in error and must be reversed,” the Application for Review says regarding the CRT attorneys. This same argument is applied to the ENRD division because it is similarly situated to CRT in the DOJ hierarchy.

FLRA Failed to Conduct Investigation Into NTEU’s Union Scheme

Morrison’s applications also

contend that the FLRA “fail[ed] to conduct an independent investigation into the appropriateness of the unit,” despite the law requiring that the FLRA make such a finding. “An agency agreeing with a union that a unit is appropriate does not mean that unit is actually appropriate. Agencies, like DOJ here, cannot usurp the Authority’s role in deciding unit appropriateness...” say the Applications for Review.

“Right before power changed hands in Washington, DC, NTEU union bosses and DOJ bureaucrats appear to have colluded to flout longstanding precedent that says Justice Department attorneys cannot legally be unionized division by division,” commented National Right to Work Foundation President Mark Mix. “The FLRA has ignored established precedent to let this hasty unionization attempt go through, and our attorneys are proud to assist Mr. Morrison in opposing this maneuver.”

Listen to Mark Mix discuss the Foundation’s suit to keep NTEU bosses out of the DOJ with Tom Temin on Federal News Network



Scan the QR code above or go to <https://www.nrtw.org/doj/>

St. Louis-Area Worker Battles Illegal Union Threats to Get Non-Members Fired

After divisive strike, IAM bosses demand non-members pay 'reinstatement fee' to work

TROY, IL – “They’re threatening our jobs and livelihoods.”

This is how Robert Jacobs, an employee for power management company Eaton Corporation, described how International Association of Machinists (IAM) union bosses were treating him and his colleagues who dissented from the union’s agenda in an interview with the *St. Louis Business Journal*.

IAM officials ordered hundreds of Eaton employees at its St. Louis-area facility to strike in October 2024, which alienated many workers and made them question union bosses’ motives. Jacobs described seeing union agents take photos of his license plate during the strike and how he suspected union agents were following him home.

IAM Anti-Worker Activity Only Increased After Disruptive Strike Order

But for Jacobs and other workers, that was only the beginning of IAM’s coercive conduct. After the strike concluded, many Eaton employees chose to exercise their right to resign their union memberships. Even in states like Illinois that lack Right to Work protections, private sector workers are free to end their union memberships, even if union officials enforce a contract that requires non-members to pay some fees as a condition of employment.

Instead of respecting this right, IAM union officials began retaliating against those who wanted to cut ties with the union. With free legal assistance from the National Right to Work Foundation, Jacobs slammed the IAM with federal charges for threatening to get him and other employees who resigned union membership fired unless they pay hundreds in “reinstatement fees” concocted by the union. The National Labor Relations Board (NLRB) is now reviewing his charges.



Robert Jacobs, an employee of power management company Eaton, filed federal charges showing IAM bosses clearly can’t manage their power: They are threatening union non-members with hundreds in illegal fees.

“I and several of my colleagues don’t want to be part of the IAM union, but we are required by law to pay fees to union bosses just to keep our jobs,” commented Jacobs. “That’s already something that we don’t want to do. But IAM officials are going even further and hitting us with hundreds of dollars in made-up fees just because we exercised our right to not be union members.”

IL Worker: Mandatory ‘Reinstatement Fee’ Not Permitted by Federal Law

Under federal labor law, which the NLRB is charged with enforcing, private sector employees have an absolute right to resign union membership. This right is codified in the National Labor Relations Act (NLRA), and was affirmed by landmark Supreme Court decisions such as *General Motors v. NLRB*. Federal law further spells out that neither employers nor union officials can compel private sector workers to participate in union activities or refrain from such

activities.

According to Jacobs’ federal charge, which was filed on the last day of 2024, “the Union is presently threatening Charging Party and [other employees who resigned from the union] with termination if they fail to pay a \$306 ‘reinstatement fee’ by January 2025.” The charge argues that the IAM union is violating Eaton employees’ rights under Section 7 of the NLRA, which safeguards employees’ “right to refrain from any or all of” union activities.

According to the *Business Journal*, IAM officials’ letter demanding this payment was what prompted him to contact Foundation attorneys. “[I]f you do not remit the total sum indicated in the enclosed letter within 30 days from receipt of this letter, the Union will be required to seek your termination from employment,” the letter read.

“Instead of seeking to win Eaton employees’ voluntary support, IAM union officials have decided to effectively extort the workers they claim to ‘represent,’” commented National Right to Work Foundation Vice President and Legal Director William Messenger. “Threatening to terminate workers if they don’t pay a fee which is apparently intended to punish those who don’t want union bosses speaking for them tarnishes employee rights and freedom.

“While we’re confident that Foundation attorneys will help Mr. Jacobs prevail in beating this illegal scheme, this case shows what self-interested union bosses will do to demand fealty from workers, and why all American workers deserve the Right to Work freedom to cut off financial support for such union hierarchies,” Messenger added. †



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More Minnesota Nurses Send MNA Union Bosses Packing

Politics-motivated union faces string of successful decertification votes

FAIRMONT, MN – In 2022, then-President of the Minnesota Nurses Association (MNA) union Mary Turner expressed to the *Minnesota Reformer* her ambition to continue pushing the MNA's political agenda in the Minnesota state legislature and eventually vie for the presidency of the National Nurses United (NNU) union, MNA's parent. The NNU is also known for its ardent political activity -- in 2016, the union's super PAC spent roughly \$1 million on promoting self-proclaimed socialist Bernie Sanders for president.

When asked whether the union's politics played a role in the fact hundreds of nurses, backed by the National Right to Work Foundation, had just voted MNA union bosses out of power at Mayo Clinic in Mankato, MN, Turner had this to say: "They're going to have to prove to us that they want the union because they lost it."

Fast-forward to 2025, and the MNA's obsession with politics hasn't changed -- and neither has nurses' opposition to the alienating nature of the union. This January, with free Foundation legal aid, nurses at Mayo Clinic's Fairmont, MN, location voted by over 60% to remove MNA union officials from their facility.

"The MNA was a very divisive force in our workplace, and I think we'll be able to better serve our patients and the community without the union," commented nurse Jamie Campbell on the vote.

Foundation Backs Another Grassroots Effort to Nix MNA

Campbell kick-started the union removal effort by submitting a petition to the National Labor Relations Board (NLRB) in December 2024 requesting a union decertification vote.

The NLRB is the federal agency responsible for enforcing federal labor law, which includes administering elections to install



Brittany Burgess (front, center) and her coworkers at Mayo Clinic's Mankato, MN, branch sparked a wave of Foundation-backed efforts across MN to declare independence from union bosses, with the most recent success in Fairmont, MN.

(or "certify") and remove (or "decertify") unions. Campbell's union decertification petition contained well over the number of employee signatures needed to trigger a decertification vote under NLRB rules.

Because Minnesota lacks Right to Work protections for its private sector workers, MNA union officials had the legal power to require all the Fairmont Mayo nurses to pay at least a portion of union dues as a condition of keeping their jobs. In contrast, in Right to Work jurisdictions, union membership and all union financial support are voluntary and the choice of each individual worker. However, in both Right to Work and non-Right to Work states, union officials are able to impose one-size-fits-all contracts on all employees in a work unit, even those who voted against or otherwise oppose the union.

Fairmont Victory Follows Others in Mankato, St. James

The election took place in January, and within a week, the NLRB certified the nurses' successful ouster of the union.

Since 2022, several sizable units of healthcare workers in Minnesota have sought out Foundation legal

aid to obtain removal votes against the MNA and other unions, and have often been successful in freeing themselves.

After Mankato Mayo Clinic nurses voted MNA out, nurses at Mayo's St. James branch did the same with AFSCME Council 65 in August 2022. Support staff at the Mankato facility kicked out American Federation of State, County, and Municipal Employees (AFSCME) Local 1856 union officials in 2023.

"MNA union bosses' influence and political connections did not shield them from suffering another defeat by rank-and-file nurses at the ballot box," commented National Right to Work Foundation Vice President Patrick Semmens. "Ironically, Minnesota's lack of Right to Work protections -- which are vociferously opposed by the MNA -- likely removed an important accountability tool from the relationship between the MNA and the nurses they claim to 'represent.' It's no surprise that union bosses who can force workers to pay union dues or fees on pain of termination wind up being far less effective and more out-of-touch than union officials who must earn the voluntary financial support of each worker."†

Vanderbilt Grad Students Free From Aggressive UAW Campaign

Foundation-assisted students challenged union-backed NLRB demand for private info

NASHVILLE, TN – Union monopoly bargaining creates barriers to freedom for people across the country. It requires workers to accept self-motivated union bosses as their sole “voice” on issues in their workplace. But, in the private sector, it’s unfortunately the law of the land.

That’s not as clear when it comes to colleges and universities. Although the National Labor Relations Board (NLRB) under President Obama upended existing precedent to dubiously let union officials impose monopoly arrangements on graduate students -- a ruling continued by the Biden NLRB -- the Family Educational Rights and Privacy Act (FERPA) generally bans universities from sharing student information without student permission. This puts FERPA and federal labor law at odds, as such information is something employers are required by the NLRB to produce during a unionization campaign.

After the United Auto Workers (UAW) union launched a campaign in late 2024 to sweep Vanderbilt University’s graduate students under their monopoly power, NLRB officials required the college to fork over the info of thousands of students. But three courageous students stood up with free legal aid from the National Right to Work Legal Defense Foundation, arguing that disclosure without any procedure violated their privacy rights under FERPA.

Now, union officials have backed down and withdrawn the entire union campaign at the college. The three students and others are free from being forced into UAW union monopoly ranks and from the disclosure of their FERPA-protected information.

“The withdrawal of UAW organizers’ petition seeking a vote to unionize us against our will is a welcome victory for us in our defense of our rights and the rights of our fellow graduate students,”



Notorious UAW President Shawn Fain saw his union rebuffed by many Vanderbilt students concerned about the union’s intrusive organizing methods. Facing legal and political headwinds, UAW bosses dropped their campaign.

commented one of the Foundation-assisted Vanderbilt graduate students, identified as Jane Doe 1 in legal filings to protect her identity.

Students: FERPA Lets Us Protect Private Info From Unionization Scheme

The students’ effort to protect their privacy began in October 2024, when two students identified in filings as John Doe 1 and John Doe 2 moved to intervene in the NLRB case. They argued that FERPA’s language permits students to seek “protective action” if a university receives a subpoena seeking their personal information, as Vanderbilt had from the NLRB. A regional NLRB official denied their motion to intervene.

Foundation attorneys submitted an emergency appeal for John Doe 1 and John Doe 2 to the NLRB in Washington, DC, emphasizing that the students needed an opportunity to “address[] the serious privacy issues raised by the Region’s subpoena.” Foundation attorneys additionally filed an updated motion to intervene that included Jane Doe 1 as another student seeking to intervene in the case. Several other

graduate students also submitted less-formal objections urging the agency not to enforce a subpoena divulging their private information.

The District Court for the Middle District of Tennessee issued a ruling on November 22, 2024, temporarily releasing Vanderbilt from its obligation to comply with the NLRB subpoenas. A few weeks later, UAW union officials announced they were withdrawing their petition to unionize Vanderbilt graduate students, meaning the subpoenas seeking student information are effectively null and void.

Foundation Fights Union Malfeasance at Colleges Nationwide

Meanwhile, Foundation attorneys are assisting graduate students at Dartmouth and MIT with fighting attempts by United Electrical (UE)-affiliated unions to demand dues payments from students against their will and in violation of their rights. Kara Rzasz, a Dartmouth graduate student, and Michael Fernandez, an MIT graduate student, have each hit UE local and national affiliates with charges for illegal polices UE officials are utilizing nationwide when demanding forced dues payments.

“While we’re happy that the private information of Vanderbilt grad students is now secure, it’s clearer than ever that the biased NLRB decisions granting union bosses the ability to foist union monopolies over graduate students were wrong,” commented National Right to Work Foundation Vice President and Legal Director William Messenger. “In Foundation cases, we’ve seen union bosses put students’ academic freedom, religious freedom, and privacy protections all at risk, which is why the new appointees to the NLRB need to clarify that students are off-limits to union monopoly power schemes.” †

GIVE THE GIFT OF WORKER FREEDOM!



Since its founding in 1968, the National Right to Work Legal Defense Foundation has been the leading national legal aid organization defending hardworking Americans against the injustices of coercive unionism.

With tax season upon us, what better time to think about how you can minimize your 2025 tax liability, while fighting for the cause of worker freedom? The Foundation is a recognized 501(c)(3) charitable organization, which means your contribution to assist in the Foundation's cutting-edge strategic litigation program is a tax-deductible gift.

Only the generosity of Foundation supporters makes it possible for Foundation attorneys to provide free legal aid to workers in hundreds of cases every year.

So please consider the following "ways of giving" today:

1. A gift of cash: the most popular way to give a tax-deductible gift to the Foundation;
2. A gift of long-term Appreciated Stocks or other Securities: receive a fair market value tax deduction plus no capital gains tax;
3. Tax-Free Qualified IRA Charitable Distribution: a great way to gift up to \$100,000 to a charity like the Foundation for those 70 ½ or older;
4. Establish a Will or Trust instrument: for the well-being of your loved ones and to set up a long-term commitment to the Foundation's legal aid program; and
5. A gift from your foundation or DAF (donor advised fund) to the Foundation.

Now is the time to consider a tax-deductible gift to the National Right to Work Foundation, and possibly a gift that will help leave a legacy of freedom. We are sincerely grateful for all our supporters that make the Foundation's work possible.

We encourage you to consult your tax advisor or Estate attorney when making a planned gift, will, or estate gift for you and your loved ones. Thank you in advance for your generosity!

Please contact your financial advisor or IRA custodian to donate a tax-free gift from your IRA today. You can also contact Ginny Smith (gms@nrtw.org), Director of Strategic Programs for the Foundation, if you have any questions regarding IRA gifts, estate plans, or other planned giving options.

Hope for Foundation-Backed Workers at Trump NLRB

continued from page 1

unions if they choose, but will equally defend their right to refrain from all union activity," commented National Right to Work Foundation President Mark Mix.

Trump Admin, Others Follow Foundation Lead in Arguing for Structural Board Change

By removing Wilcox, the Trump Administration is relying on arguments made in the Foundation's groundbreaking cases challenging the structure of the NLRB. Foundation-backed Starbucks employees Ariana Cortes and Logan Karam filed the first-ever federal suit arguing that, as per the Constitution's separation of powers principles, the president should be able to remove them at-will.

Cortes and Karam's suit is currently pending at the D.C. Circuit Court of Appeals. Big Labor backers argue that board members like Wilcox have statutory protections that make them removable only in certain circumstances. But Board member protections are constitutionally questionable.

"President Trump made an excellent and decisive move to protect the freedom of American workers. Abruzzo's and Wilcox's track records were devastating for independent-minded employees," observed Mix. "We're also encouraged by the Trump Administration's apparent reliance on National Right to Work Foundation-backed workers' cases to affirm the idea that NLRB members -- like Wilcox -- should be removable by the president at will.

"The Foundation still has considerable legal work to do to reverse the damage done by the Biden NLRB, and removing a union partisan like Wilcox from the Board is just the first step towards restoring the rights and freedoms of workers opposed to union affiliation," added Mix. 🇺🇸

Ohio Workers Join Others Across Country in Opposing Teamsters

continued from page 2

bosses' forced-dues demands and their ability to impose one-size-fits-all contracts on the workplace.

In the final months of 2024, Foundation attorneys assisted a number of other workers from across industries with efforts to remove unwanted Teamsters officials. From just October to December 2024, truck drivers from Georgia, California, Virginia, and New Jersey successfully booted out Teamsters union officials or initiated removal efforts with Foundation aid. These cases came despite increasingly hostile rulemaking from the outgoing Biden Administration's NLRB bureaucrats in 2024, which undid key Foundation-backed reforms that made it easier for workers to request decertification elections.

Teamsters Schemes to Steal Christmas and Workers' Rights Both Failed

"Sean O'Brien's Christmas publicity stunt might have made him seem like an attempted stealer of gifts and holiday cheer, but these two Foundation cases from Ohio demonstrate what Teamsters bosses really are: stealers of workers' rights and freedom," commented National Right to Work Foundation Vice President Patrick Semmens. "That Teamsters officials in both these cases attempted to disenfranchise workers who opposed them shows why workers are turning against their power-hungry tactics, and why American workers deserve the Right to Work choice to withhold financial support from union officials who aren't serving their interests." 🇺🇸



Message from Mark Mix

President
National Right to Work
Legal Defense Foundation

Dear Foundation Supporter,

With Joe Biden and Kamala Harris both gone from the White House, it's a new era for worker freedom in America.

I probably don't need to remind you how the Biden-Harris Administration went all in to aggressively promote union boss power while undermining the rights of rank-and-file workers opposed to union affiliation. This was especially true at the Biden National Labor Relations Board (NLRB).

Even compared to the notoriously biased Obama NLRB, Biden's Labor Board appointees took extreme positions to make it easier for union organizers to gain power over workers, while simultaneously making it harder for workers to escape unwanted unions.

Yet despite the hostility of the Biden Administration over the past four years, your Foundation was able to accomplish quite a bit in cases for workers at the NLRB.

For example, even as the NLRB rigged the rules to make it easier for union bosses to trap employees in union ranks, petitions for decertification elections surged 40% over the past four years. With increasingly convoluted rules just to get a vote scheduled, Foundation legal aid was in high demand.

In fact, Foundation staff attorneys handled more decertification cases over the past four years than any other four-year period in the Foundation's history, ensuring thousands and thousands of workers could vote out unwanted unions.

Your Foundation also launched cutting-edge legal cases *against* the Biden NLRB, including a series of cases challenging the constitutionality of the Board. A Foundation case for Starbucks workers filed against the NLRB in federal court was the first to argue that the NLRB's structure violates the Constitution if the President isn't allowed to remove Board members.

Soon after, major employers like SpaceX and Amazon began filing their own cases echoing our arguments. Then, just days after his inauguration, President Trump announced he was firing a radical Biden-appointed Board member (see the cover story) citing the very same arguments made by Foundation staff attorneys.

Now that issue is almost certainly headed to the U.S. Supreme Court. In fact, it could be the first-in-the-nation Foundation lawsuit that the High Court takes to decide this critical issue once and for all.

In other words, even when the deck was stacked against independent-minded workers, we didn't abandon them, and neither did you. Your support helped defend workers against the Biden NLRB's Big Labor power grabs.

It will be critical again in the coming years as we work to reverse the damage done by the Biden Administration and establish new precedents that expand worker freedom.

Thank you for your support that makes this important work possible.

Sincerely,

