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## Protect Equipment Distributors from Harmful and Unnecessary Regulations

In the face of defeats on Capitol Hill, labor unions and environmentalists are using the regulatory process to promote an agenda that would impose unnecessary and burdensome mandates on the business community.

With their hands tied on the Hill, unions are working with allies in the administration to bypass Congress and implement the labor agenda. Agencies such as the National Labor Relations Board (NLRB), Department of Labor (DOL), and the Occupational Safety and Health Administration (OSHA) have been happy to oblige, issuing decisions and regulations hostile to employers.

For example, the NLRB recently finalized new regulations to significantly reduce the period between the filing of an organizing petition and a union election (known as “ambush elections”), denying employers an adequate opportunity to educate workers on the impact of unionization prior to employee voting. The rule also enables union organizers to have access to the names, telephone numbers, and e-mail addresses of employees.

Additionally, the NLRB is seeking to completely alter the current employment framework, by redefining “joint employer” to give unions added leverage by adding an additional company to the collective bargaining table for negotiating wages, benefits, and safety and ensnaring businesses in the labor disputes of its outside contractors and suppliers.

The Environmental Protection Agency (EPA) is also proposing growth-hindering regulations, including costly ozone mandates and a project-halting expansion of the Clean Water Act to entangle nearly all “waters of the U.S.” (including drainage ditches, seasonal streams, and puddles) in the federal permitting process.

**Congress must aggressively assert its oversight authority on administrative agencies to protect small businesses from regulations and other actions that unnecessarily drive up costs of doing business or tilt the playing field against employers and job creation.**

- Anti-employer policies create substantial uncertainty for business planning and diminish the control business owners have over their operations and property.
- Upending decades of labor and employment rules for no other reason than organized labor’s self-preservation increases administrative and compliance costs, harming small-medium sized businesses.
- Unnecessary and burdensome environmental regulations stifle economic growth, development, and job creation with minimal environmental benefit.
- As the nation seeks to regain its economic footing, Congress should conduct substantial oversight of agencies such as the NLRB, EPA, DOL, and OSHA to ensure businesses are not hindered from creating new jobs.