



COALITION FOR A **DEMOCRATIC WORKPLACE**

April 10, 2024

Dear Members of the House of Representatives:

The Coalition for a Democratic Workplace (CDW) and the 41 undersigned organizations urge you to support the Start Applying Labor Transparency (SALT) Act, which would amend the Labor-Management Reporting and Disclosure Act (LMRDA) to require labor organizations to register “salts” with the Department of Labor (DOL). Unions pay salts to seek employment at a non-unionized workplace with the intention of persuading the employees at that workplace to organize. They use their positions within the company to sow discord and obtain information for the union about their coworkers and the employer. Salting is inherently coercive, but, currently, neither unions nor their salts are required to disclose their actions, in sharp contrast to the reports employers must file under the LMRDA. CDW urges Congress to support the SALT Act, which would require salts and the unions who engage them to file reports with the DOL, ensuring employees and employers have access to critical information.

CDW is a broad-based coalition of hundreds of organizations representing hundreds of thousands of employers and millions of employees in various industries across the country concerned with a longstanding effort by some in the labor movement to make radical changes to the National Labor Relations Act (NLRA) without regard to the severely negative impact they would have on employees, employers, and the economy. CDW was formed in 2005.

Unions use salts to destabilize the workplace. Salts obtain a job, gain the trust of their fellow workers, often focusing on disparaging the employer, and then try to convince their colleagues that unionizing is the only solution to address workplace concerns. Moreover, salts do not inform their colleagues about their true intentions, misleading the other workers into believing their goals are aligned. Salting is coercive and violates workers’ right to know when they are being persuaded about collective bargaining.

Moreover, under the LMRDA, employers must file reports when they hire consultants to speak to employees directly about organizing, but unions and their salts are allowed to engage in the same behavior in an unregulated, unjust manner. This is unfair to workers and businesses, particularly smaller businesses, who lack in-house lawyers or sophisticated human resources departments that can help navigate the discord and legal challenges posed by a salt.

A recent example of salting occurred in 2022 and 2023 during the organizing campaign that targeted Starbucks stores across the country. While the media at the time portrayed the unionization campaign as an organic grassroots effort by Starbucks baristas, we’ve now come to learn that the campaign heavily relied on well-paid salts. Since the salts’ activities were revealed, workers at numerous unionized Starbucks stores have filed to decertify their union, several citing salting as a reason.

The SALT Act would create parity with employer reporting obligations by requiring unions and salts to file reports with DOL. Publicizing this information would ensure workers and the public



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are fully aware when unions have paid a labor organizer to attempt to disrupt a workplace. Workers deserve transparency in the collective bargaining process, and this legislation would ensure workers know who is trying to persuade them.

CDW and the undersigned organizations urge Congress to support the Start Applying Labor Transparency Act to protect workers, guarantee transparency in union organizing campaigns, and ensure labor stability nationwide.

Sincerely,

Coalition for a Democratic Workplace
AICC, The Independent Packaging Association
Air Conditioning Contractors of America
American Bakers Association
American Pipeline Contractors Association
American Seniors Housing Association
American Staffing Association
American Trucking Associations
Argentum
Associated Builders and Contractors
Associated General Contractors of America
Center for Individual Freedom
Center for the Defense of Free Enterprise
Coalition of Franchisee Associations and Franchise Business Services
Employers Coalition of North Carolina
Global Cold Chain Alliance
Heating, Air-conditioning, & Refrigeration Distributors International
HR Policy Association
Independent Bakers Association
Independent Electrical Contractors
International Foodservice Distributors Association
International Warehouse Logistics Association
Manufactured Housing Institute
National Association of Electrical Distributors
National Association of Wholesaler-Distributors
National Council of Chain Restaurants
National Franchisee Association
National Grocers Association
National Public Employer Labor Relations Association
National Restaurant Association
National Retail Federation
Pennsylvania Food Merchants Association
Pennsylvania Utility Contractors



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Plastics Pipe Institute
Power & Communication Contractors Association
PRINTING United Alliance
Small Business & Entrepreneurship Council
Technology & Manufacturing Association
U.S. Chamber of Commerce
Western Electrical Contractors Association
Workplace Policy Institute
World Millwork Alliance