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February 19, 2026

Jennifer Abruzzo  
Senior Advisor to the President  
Communications Workers of America  
501 3rd Street NW  
Washington, DC 20001

Dear Ms. Abruzzo:

Thank you again for testifying before the Subcommittee on Health, Employment, Labor, and Pensions at the hearing titled "Restoring Balance: Ensuring Fairness and Transparency at the NLRB." Enclosed are additional questions following the hearing. Please provide a written response no later than March 12, 2026, for inclusion in the hearing record. The response should be sent to Katerina Kerska of the Committee staff who can be contacted at (202) 226-9435 or [Katerina.Kerska@mail.house.gov](mailto:Katerina.Kerska@mail.house.gov).

We appreciate your contribution to the work of the Subcommittee.

Sincerely,

A handwritten signature in blue ink that reads "Rick W. Allen".

Rick W. Allen  
Chairman  
Subcommittee on Health, Employment, Labor, and Pensions

**Questions for the Record from**  
**1. REPRESENTATIVE MARK TAKANO**  
**2. REPRESENTATIVE DONALD NORCROSS**

**Committee on Education and Workforce**  
**Health, Employment, Labor, and Pensions Subcommittee hearing entitled “*Restoring***  
***Balance: Ensuring Fairness and Transparency at the NLRB*”**  
**Wednesday, June 11, 2025**  
**10:15 A.M.**

**Representative Mark Takano (D-CA)**

**Question(s) for Witness Jennifer Abruzzo**

1. On February 18, the Trump Administration issued an Executive Order that mandates the NLRB submit any new regulations to the Director of the Office of Management and Budget for review. It also allows for OMB to control NLRB’s apportionment to “advance the President’s policies and priorities,” and requires the NLRB to staff a White House Liaison in their office.

In other words, the White House has a huge role in the oversight and operations of the NLRB.

- a. What impact do you think this dynamic will have when the NLRB’s General Counsel is looking to prosecute a large Trump campaign donor over union busting? Why?
- b. What does a future of politicized labor law enforcement look like?

**Representative Donald Norcross (D-NJ)**

**Question for Jennifer Abruzzo**

1. As you know, the right of workers to form a union and collectively bargain is central to improving wages, hours, working conditions, and more. Unfortunately, when workers vote to form a union, they don’t immediately reap the benefits of collective bargaining. Instead, they need to obtain first contract with management who, because the law currently doesn’t impose a negotiation deadline, often stall, delay, and drag out negotiations. For example, Starbucks workers in Buffalo, NY first voted to unionize in December 2021. Since then, more than 12,000 Starbucks workers at over 500 stores around the country have voted to unionize. More than 3 years later, they are still waiting on their first contract. In fact, according to Bloomberg Law, it takes an average of 458 days for unions and employers to agree on a first contract. This hurts workers who, despite exercising their right to bargain collectively, are prevented from doing so by employers who enjoy the benefits of the status quo.
  - a. How would a bill like the *Faster Labor Contracts Act*, which imposes negotiation deadlines during the process of securing the first union contract, support workers?