

June 4, 2026

United States House of Representatives
Washington, DC 20515

Dear Representatives:

On behalf of the Independent Electrical Contractors (IEC), I write in strong opposition to the Faster Labor Contracts Act (FLCA) (H.R. 5408) and H.Res. 1140, the resolution providing for consideration of the bill.

IEC urges you to vote “No” on the resolution and, should it advance, on the underlying legislation. IEC will consider both actions key votes for the 119th Congress.

Established in 1957, IEC is a trade association representing more than 4,100 members with 53 educational campuses and affiliate local chapters across the country. IEC is the nation’s premier trade association representing America’s independent electrical and systems contractors. In 2026, IEC will educate more than 22,000 electrical apprentices through world-class registered apprenticeship programs. IEC advocates for a competitive environment benefiting merit shop contractors, their employees, customers, and taxpayers through the merit shop philosophy that promotes the concept of free enterprise, open competition, and economic opportunity for all.

IEC opposes the FLCA because it will fundamentally alter the system of private-sector collective bargaining established under the National Labor Relations Act (NLRA) by replacing voluntary negotiations with binding interest arbitration imposed by a government-appointed panel. While workers who choose to organize have the right to bargain collectively, that right has historically been grounded in mutual agreement between employers and employees—not federally imposed contract terms.

The NLRA currently requires employers and unions to bargain in good faith over wages, benefits, and working conditions. This framework allows parties to reach agreements tailored to the unique operational, financial, and workforce conditions of individual workplaces and industries. Where employers fail to bargain in good faith, existing law provides enforcement mechanisms through the National Labor Relations Board.

The FLCA would replace this established process with a rigid statutory timeline that could force parties into binding arbitration in as little as five months after union certification. Under this system, a government-appointed arbitrator would be empowered to impose a first collective bargaining agreement, including wages, benefits, pensions, and work rules.

Critically, the FLCA does not require employee ratification of contracts imposed through arbitration. As a result, workers could be bound by terms they did not approve, and employers could be compelled to operate under contract provisions that do not reflect economic realities or the specific conditions of their business.

The legislation also creates perverse incentives that could undermine good-faith bargaining. Knowing that arbitration is guaranteed after a short period, parties may be encouraged to take extreme initial positions or delay meaningful compromise, increasing the likelihood that contract terms are ultimately determined by an arbitrator rather than negotiated agreement.

In addition, the arbitration process would be delegated to federal bureaucratic structures that lack industry-specific expertise in construction operations. This introduces significant uncertainty into contract outcomes and risks inconsistent decisions that vary widely by arbitrator, geography, or case circumstances.

The FLCA is not a modernization of labor law. It is a departure from the core principle of the NLRA: that workplace agreements should be the product of voluntary negotiation between employers and employees, not government imposition.

IEC supports policies that strengthen workforce development, encourage stable labor relations, and preserve the ability of employers and employees to reach mutually beneficial agreements.

Unfortunately, the FLCA moves in the opposite direction by replacing negotiation with compulsion and reducing the role of worker and employer consent in determining contract terms.

In addition, advancing this significant change to the NLRA through a discharge petition process that circumvents committee review and the ability for lawmakers to debate and mend its most serious flaws is troubling.

For these reasons, IEC strongly opposes H.R. 5408 and H.Res. 1140 and respectfully urges you to vote "No" on the FLCA and similar legislation.

Thank you for your consideration of our views on this important matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Ben Brubeck". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Ben Brubeck
Principal and CEO
Government Affairs Solutions
bbrubeck@gasolutions.net

Submitted on behalf of Independent Electrical Contractors (IEC)