



United States Government

**NATIONAL LABOR RELATIONS BOARD**

Office of the Chairman

1015 Half Street, SE

Washington, DC 20570

March 16, 2020

The Honorable Dianne Feinstein  
United States Senate  
331 Hart Senate Office Building  
Washington D.C. 20510

Dear Senator Feinstein:

I am responding to your request for more information in connection with the March 5, 2020, letter you received regarding ongoing labor negotiations at the National Labor Relations Board (NLRB or Agency). Specifically, the National Labor Relations Board Professional Association (NLRBPA) requested your assistance to prevent the Agency from undermining legal protections for the NLRB's LGBTQ employees. I appreciate the opportunity to respond.

As NLRB Chairman, I am proud to be one of the highest-ranking, Trump-appointed government officials who is gay. LGBTQ rights are very important to me, and I take these issues seriously. So, at the outset, let me assure you that I have absolutely no intention of undermining LGBTQ rights or any other EEO protections at the NLRB.

When the NLRBPA leadership sent their letter to you, the parties had only completed presenting opening proposals to one another in our negotiations. At that point, good faith bargaining would entail the NLRBPA discussing across the bargaining table its concerns about the Agency's proposal, which NLRB negotiators explained at the time were not intended to undermine LGBTQ rights. Good faith bargaining involves offering counterproposals to address the union's concerns. Notably, the NLRB, led by our negotiation team consisting of career labor relations professionals and members of the senior executive service, has bargained in good faith, and there has been no allegation to the contrary.

I am afraid that the NLRBPA's letter is nothing more than a public relations stunt. Rather than bargaining in good faith about their alleged concerns regarding the Agency's proposal's effect on LGBTQ rights, the union's leadership has attempted to bargain through the press before even discussing their concerns at the bargaining table. The NLRBPA seeks to create public outrage using an issue they know is a flashpoint. By disseminating the letter broadly to the LGBTQ press, the union wanted to create the perception of being under attack. Nothing is farther from the truth.

As one who cares deeply and personally about LGBTQ rights and protections, I find it offensive that the NLRBPA would take advantage of this important issue in order to advance its posture in

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bargaining. If the union really cares about LGBTQ issues as they say, they should work with us to negotiate an acceptable agreement. That's what labor negotiations are about. To that end, I would be happy to keep you and/or your staff updated on our progress in bargaining.

Thank you for the opportunity to provide this information. If you have any questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "John F. Ring". The signature is written in a cursive style with a large, prominent initial "J".

John F. Ring  
Chairman