



# National Association of Letter Carriers

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Fredric V. Rolando, President

February 9, 2017

Dear Senator,

The U.S. Department of Labor (DOL) has a long history of protecting the interests of wage earners, improving working conditions, advancing opportunities for gainful employment, and assuring work-related benefits and rights. President Trump's nomination of Andrew Puzder to be U.S. Secretary of Labor threatens to undermine the agency's mission and wreak havoc on working families across the country. On behalf of the 292,000 active and retired letter carriers the National Association of Letter Carriers (NALC) represents, I respectfully urge you to reject this nomination.

Puzder has a long history of violating the very protections implemented by DOL to safeguard America's workforce. Under his tenure as chief executive officer of CKE Restaurants, the company was repeatedly found responsible by the DOL for violating employment laws, most notably the Fair Labor Standards Act and Occupational Safety and Health Act.

In fact, Hardee's and Carl's Jr. witnessed more federal discrimination lawsuits than any other major fast food chain since 2000, or the same year Puzder began leading the company. During the same period, CKE Restaurants was cited for more than 1,000 wage and hour violations. Perhaps most alarmingly, Puzder responded to these blatant violations by stating that "what workers lose in overtime pay they gain in stature and sense of accomplishment."

While 2016 was the safest year in the history of the mining industry and land mark job safety regulations were issued, Puzder's workers faced routine injuries. Over the last several years, CKE Restaurants has seriously violated the Occupational and Safety Health Act of 1970. Numerous Carl's Jr. and Hardee's employees have been hospitalized due to severe burns and the company is facing tens of thousands of dollars in fines. Rather than addressing these problems, Puzder has attacked DOL's role in enforcing workplace health and safety regulations.

It's clear that Puzder has no concern for the workers he employed, nor will he defend working families across the country. His contempt for workers is obvious from his views on automation. He said he hopes to replace employees with automatic machines since they're "always polite, they always upsell, they never take a vacation, they never show up late, there's never a slip-and-fall, or an age, sex or race discrimination case."

There's no question that Andrew Puzder is unfit to lead the DOL. Under his oversight, the department's mission to protect workers would be lost. Placing him in charge risks the DOL being used to attack millions of working families. I urge you to reject his nomination.

Sincerely,

A handwritten signature in black ink, appearing to read "Fredric V. Rolando".

Fredric V. Rolando  
President