

September 18, 2019

Speaker Nancy Pelosi
United States House of Representatives

Leader Kevin McCarthy
United States House of Representatives

Dear Speaker Pelosi and Leader McCarthy:

In pursuit of SHRM's mission to create better workplaces for a better world, both employers and employees should have access to timely and fair resolution of workplace disputes. Consequently, SHRM opposes H.R. 1423, the Forced Arbitration Injustice Repeal Act (FAIR Act), which denies this ability.

SHRM believes employers must have the ability to enact policies and procedures that best meet the needs of their individual organizations. The FAIR Act prohibits the use of pre-dispute arbitration agreements for employment purposes that through time have proven to be fair, effective and a less expensive means of resolving disputes compared to going to court. For example, a recent [study](#) by the Institute for Legal Reform found that employees prevailed three times more often, received twice as much money and resolved their claims more quickly in arbitration.

Arbitration has been recognized in federal law and reinforced in subsequent Supreme Court Cases as an effective method of dispute resolution for over 90 years. With legal costs increasing and overburdened court dockets, Congress should not eliminate an effective business practice that allows employers and employees to obtain timely and fair resolution of workplace disputes.

Therefore, SHRM urges you to oppose H.R. 1423, the Forced Arbitration Injustice Repeal Act.

Sincerely,



Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

CC: Members of the U.S. House of Representatives