



July 24, 2012

The Honorable Phil Roe
419 Cannon House Office Building
United States House of Representatives
Washington, DC 20515

Dear Representative:

I am proud to say that Miller & Long DC is a merit shop company. Advancement in rank and compensation is earned through individual effort and hustle. One of my primary tasks is to continuously evaluate each person. I seek out those that go the extra mile. It makes us a more productive, positive and profitable place to work. The younger people entering the business need to know that they can get ahead, and that their hustle will be rewarded. The more experienced folks enjoy working with people whose efforts have garnered their respect.

I firmly believe that these values are universal. Even though we are not a union company, I have met plenty of hard-working union members. However, their contracts do not permit their employers to reward their effort. Union organizers have targeted Miller and Long in the past, but our employees have consistently decided that remaining a merit shop best served their interests. I am concerned that—if a future organizing campaign succeeded—a union contract would prevent us from rewarding hustle and hard work. This would undercut our productivity and would be a serious threat to the health of our business.

I was disappointed, but not shocked when the union leadership's political arm decided to oppose the RAISE Act. The RAISE Act would allow union signatory employers to grant individual merit raises to employees covered by a collective bargaining agreement. I cannot think of anything more fundamental, logical, and conducive to greater productivity and job satisfaction than loosening the unfair constraints on individual achievement.

The RAISE Act would reward hard work. It seems so simple to say that hard work should be rewarded in this country. It is a sad testimony to the nature of our politics that such a bill does not enjoy unanimous support. Every working person deserves a chance to get ahead and to have their individual effort justly rewarded.

Sincerely,

Brett McMahon
President
Miller & Long DC, Inc.