



*A Union of Professionals*

## Andrew Puzder—Secretary of Labor

Andrew Puzder has been president and CEO of CKE Restaurants, which operates Hardee's and Carl's Jr., since 2000. He has been a fierce critic of raising the minimum wage and has worked with an anti-union group linked to notorious anti-union lobbyist Richard Berman. Under Puzder's leadership, CKE Restaurants outsourced IT help-desk jobs from Anaheim, Calif., to the Philippines and paid a union-busting consultant more than \$50,000 to discourage workers from joining a union.

### OPPOSES THE MINIMUM WAGE:

Puzder advocated against increasing the minimum wage in an op-ed for the *Wall Street Journal*, sounding alarms that a raise in the minimum wage would "reduce employment opportunities for those who need them the most." The argument that raising the minimum wage increases unemployment has been repeatedly disproved by academic research.<sup>1,2,3</sup>

### HAS WORKED WITH RICHARD BERMAN, HEAD OF THE ANTI-UNION CENTER FOR UNION FACTS:

Puzder is listed as one of the CEOs who constitute the Job Creators Network,<sup>4</sup> a lobbying group that opposes the NLRB's joint employer rule (which says companies can be held responsible for labor violations committed by their contractors) and supports cutting taxes on corporations.<sup>5</sup> According to an investigation by *Mother Jones*, the Job Creators Network has numerous ties to Berman and Company, the controversial PR firm run by Richard Berman.<sup>6</sup> Berman is notable for his ongoing campaign to undermine union rights. He maintains a website attacking the American Federation of Teachers and has purchased ads criticizing President Randi Weingarten.<sup>7</sup>

### PROPOSED REPLACING FAST-FOOD WORKERS WITH MACHINES, IN RESPONSE TO THE FIGHT FOR \$15 CAMPAIGN:

The *Los Angeles Times* described Puzder as believing that "machines are much easier to deal with than humans," saying, "[t]hey'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."<sup>8</sup>

### THROUGH CKE RESTAURANTS, HAS OUTSOURCED WORKER JOBS, HIRED UNION BUSTERS AND BEEN ACCUSED OF NUMEROUS UNFAIR LABOR PRACTICES:

- In 2010, the Department of Labor granted "trade adjustment assistance" to CKE Restaurants IT help-desk workers in Anaheim, Calif., after their business unit was outsourced to the Philippines.<sup>9</sup>
- In 2001, CKE Restaurants spent \$53,829.96 hiring a union buster to try to persuade employees not to vote for a union.<sup>10</sup>
- CKE Restaurants and its subsidiaries have been the subject of dozens of unfair labor practice allegations, according to NLRB data. A review of unfair labor practice complaints on the NLRB website shows that CKE was accused of committing numerous ULPs, including terminating employees for concerted activity.<sup>11</sup>

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The **American Federation of Teachers** is a union of 1.6 million professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

Randi Weingarten  
PRESIDENT

Loretta Johnson  
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## **HAS SUPPORTED CHARTER SCHOOLS AND OTHER “EDUCATION REFORM” EFFORTS:**

In a 2014 op-ed for the *Orange County (Calif.) Register*, Puzder opined that lifting the charter school cap and increasing funding for charter schools would improve educational outcomes in California. In the same op-ed, he praised the Vergara lawsuit, an unsuccessful attempt to eliminate teacher tenure and due process.<sup>12</sup>

<sup>1</sup> <http://cepr.net/documents/publications/min-wage-2013-02.pdf>

<sup>2</sup> [http://research.upjohn.org/cgi/viewcontent.cgi?article=1220&context=empl\\_research](http://research.upjohn.org/cgi/viewcontent.cgi?article=1220&context=empl_research)

<sup>3</sup> <http://irle.berkeley.edu/files/2011/Do-Minimum-Wages-Really-Reduce-Teen-Employment.pdf>

<sup>4</sup> <https://www.jobcreatorsnetwork.com/ceo/>

<sup>5</sup> <https://www.jobcreatorsnetwork.com/category/nlrb/>

<sup>6</sup> <http://www.motherjones.com/politics/2015/03/rick-berman-job-creators-network>

<sup>7</sup> <https://www.aftfacts.com/randi-weingarten/>

<sup>8</sup> <http://www.latimes.com/business/hiltzik/la-fi-hiltzik-puzder-20160322-snap-htmlstory.html>

<sup>9</sup> <https://www.doleta.gov/tradeact/taa/taadecisions/taadecision.cfm?taw=74552>

10 <https://olms.dol-esd.gov/query/orgReport.do?rptId=150469&rptForm=LM10Form>11 <https://www.nlrb.gov/search/cases/%22CKE%20Restaurant%22%20%7C%20Hardees%20%7C%20%22Carl%27s%20J%22>12 <http://www.ocregister.com/articles/california-633906-percent-poverty.html>