



November 17, 2022

Representative Alma Adams  
Chair  
Subcommittee on Workforce Protections  
House Education & Labor Committee  
2176 Rayburn House Office Building  
Washington, DC 20515

Representative Fred Keller  
Ranking Member  
Subcommittee on Workforce Protections  
House Education & Labor Committee  
2176 Rayburn House Office Building  
Washington, DC 20515

Dear Chairwoman Adams and Ranking Member Keller:

On behalf of the National Retail Federation (“NRF”), I write to thank you for calling today’s Subcommittee on Workforce Protections hearing on workplace protections for warehouse workers. NRF appreciates your interest in the safety and well-being of workers in warehouses nationwide. I respectfully request that this letter be made a part of the official record of the hearing.

NRF is the world’s largest retail trade association, representing discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and Internet retailers from the United States and more than 45 countries. Retail is the nation’s largest private sector employer, supporting one in four U.S. jobs — 52 million working Americans. Contributing \$3.9 trillion to annual GDP, retail is a daily barometer for the nation’s economy. The retail industry provides opportunities for lifelong careers, strengthens communities and plays a critical role in driving innovation.

The safety of retail workers and workplaces has been and remains a top priority for the retail industry. Our members recognize that our workers are our greatest asset. For this reason, the industry is investing in safer practices, better equipment, and more effective tools to make our workplaces as safe as possible. Our efforts include worker training to ensure our employees understand how best to avoid injury when performing tasks. Our members have invested in wearable technology that can provide real-time assessments to workers of their behavior and potential risk of injury. Retailers have implemented extensive wellness initiatives to encourage healthier and safer choices both on and off the job. Because maintaining a successful safety culture includes every individual in the workplace, retailers are engaging employees in these discussions and actively soliciting their feedback on safety procedures. Our members employ the best experts who continually assess and reassess our facilities and our practices to ensure that they are complying with and/or exceeding all applicable federal, state, and local workplace safety standards.

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A culture of workplace safety has long been embedded in our industry's DNA to ensure workers – as well as customers and others who enter our facilities – are protected against unnecessary and avoidable injuries.

There is, of course, more work to be done, and improvements must continue to be made. Nonetheless, the retail industry is committed to doing the work necessary to achieve the safest workplaces possible.

Thank you for the opportunity to weigh in on this important issue. NRF looks forward to working with the Subcommittee moving forward.

Sincerely,

A handwritten signature in black ink, appearing to read "David French". The signature is stylized with a large, sweeping initial "D" and a cursive "French".

David French  
Senior Vice President  
Government Relations