

WRITTEN STATEMENT OF JAMES R. MACY
Nominee for Member of the National Labor Relations Board
Before the Committee on Health, Education, Labor and Pensions
United States Senate
June 10, 2026

Chairman Cassidy, Ranking Member Sanders, and Members of the Committee, thank you for the opportunity to appear before you today. I also wish to thank Senator Johnson for his kind introduction.

It is an honor to be here, and I am deeply grateful to President Trump for nominating me for consideration as a Member of the National Labor Relations Board, an agency that I have respected and practiced before throughout my professional career.

While not able to be here today, I am supported by my two sons, Jack and Austin, and my stepson, Ben. Jack currently serves in the United States Marine Corps and is attending Marine Officer School at Quantico. Austin is working in Wisconsin in automobile sales, and Ben is employed by the City of Oshkosh. I am very proud of all three of them.

Also in support, and in attendance today is James Daley, Deputy Counsel of the Federal Labor Relations Authority and former Chairman of the Wisconsin Employment Relations Commission. The WERC is the State equivalent of the NLRB, so to have the support of the past Chair of this respected neutral agency is greatly appreciated.

I am a lifelong Wisconsinite. I was born in Milwaukee, grew up in Menomonee Falls, went to college in La Crosse, and earned my law degree in Madison. I am the fifth of six sons. My parents instilled in all of us the importance of education, honesty, hard work, and respect for people from every background and viewpoint. Those values continue to guide me today.

Public service and hard work have long been part of my family's story. My paternal grandfather, Jack, worked his way through the ranks of a Great Lakes maritime company, beginning as a teenager and retiring as Chief Engineer aboard Great Lakes iron ore vessels.

My maternal grandfather, Leo, worked for the City of Milwaukee Sanitation Department and spent decades supporting his wife and seven children through dedication and perseverance.

My father, Lee, served as a sales manager for a Milwaukee Ford dealership before becoming president of a leasing company. He also served multiple terms on the Menomonee Falls Board of Education and remained active in community service.

My mother, Joan, devoted herself to raising six sons and teaching us the importance of treating every person with dignity and respect.

Neither of my parents attended college, but they ensured that each of their six sons did.

Collectively, our family includes multiple master's degrees, three law degrees, and one doctorate.

My brothers have dedicated their careers to public service, education, law, diplomacy, and business. Their accomplishments reflect the values our parents worked so hard to instill in us.

I attended the University of Wisconsin–La Crosse, graduating summa cum laude. I then attended the University of Wisconsin Law School, an institution with a distinguished history in the development of American labor law.

My interest in labor relations began early. On my first day of law school, students were asked to support graduate teaching assistants seeking to organize.

During my third year, I interned in the Solicitor's Office of the Department of Labor in Chicago under the supervision of Professor Carin Clauss, who later served as Solicitor of Labor. I also clerked for a Milwaukee employment law firm and had the opportunity to participate in collective bargaining negotiations. Before graduating from law school, I successfully negotiated my first collective bargaining agreement.

Following law school, I spent more than forty years practicing labor and employment law. During that time, I led labor and employment practice groups, represented employers, advised clients on collective bargaining matters, and appeared before numerous state and federal labor and employment agencies.

Over the course of my career, I participated in hundreds of collective bargaining negotiations involving a wide range of unions and employee representatives. While the parties often approached negotiations from different perspectives, I gained a deep appreciation for the important role that collective bargaining plays in resolving workplace disputes and promoting stable labor-management relations.

I have also served on numerous civic and community boards, including educational foundations, municipal boards, chambers of commerce, human resources organizations, arts organizations, and sheltered workshops.

I spent nearly twenty years coaching and officiating youth sports. These experiences reinforced the importance of listening carefully, respecting differing viewpoints, and seeking practical solutions to complex problems.

In September 2025, I came to Washington to serve as Senior Counselor to the Secretary of Labor. I was subsequently asked to serve as Acting Administrator of the Wage and Hour Division, where I focused on stakeholder outreach, restoring the Division's opinion letter process, advancing regulatory initiatives, and supporting agency operations pending Senate confirmation of a permanent Administrator.

Since January 2026, I have served as Director of the Office of Workers' Compensation Programs. In that role, I have remained committed to faithfully administering the law and serving American workers and their families during some of the most difficult periods of their lives.

I believe that my experience in private practice, my service at the Department of Labor, and my decades of engagement with employers, unions, employees, and government agencies have prepared me well for service on the National Labor Relations Board.

Throughout my career, I have come to appreciate the importance of the rights protected by the National Labor Relations Act. The Board plays a critical role in safeguarding those rights and ensuring that workers, employers, and labor organizations receive fair and impartial treatment under the law.

I also recognize that timely resolution of disputes is essential to the effective administration of the Act. Delays can create uncertainty for employees, employers, and unions alike. The Board currently faces a significant case backlog, and while every matter must be decided based on the facts and the law, I believe parties deserve prompt and fair adjudication of their disputes.

If confirmed, I will support efforts to ensure that cases are processed efficiently and decided in a manner that is fair, impartial, and consistent with the Act. Protecting the rights established by Congress while promoting confidence in the Board's processes and decisions would be among my highest priorities.

It would be a tremendous honor to serve on the Board. If confirmed, I pledge to uphold my oath of office and faithfully discharge the duties entrusted to me.

Thank you for the opportunity to appear before you today. I look forward to answering your questions.