



## Oppose the “Employee Free Choice Act”

- The so-called “Employee Free Choice Act” would take away a worker’s right to a federally supervised private ballot when deciding whether or not to join a union.
- It would replace the private ballot with a scheme called “card check” which allows a union to organize if a majority of workers simply sign a card. Under this system, paid union organizers – not the federal government – oversee the process, and the workers’ choice is ultimately made public to the employer, the union organizers and co-workers.
- Workers are better protected from interference and intimidation by casting their vote privately with a federally supervised secret ballot. To take away employees’ access to a private secret ballot is undemocratic.
- EFCA is fundamentally incompatible with protecting the interests of individual liberty and the principles of a sound democracy. If Congress passes this proposal, they will be stripping away federally protected private ballots from the hands of American workers and replacing them with a scheme where their votes are made public, leaving them vulnerable to coercion and intimidation. The only way to guarantee worker protection is through the continued use of a federally supervised private ballot so that personal decisions about whether to join a union remain private.
- There is more to the “Employee Free Choice Act” than just the elimination of private ballots. This legislation also includes language that would force binding arbitration on both the employer and the collective bargaining unit.
- This creates uncertainty for business planning and diminishes the control employers have over their operations and property. Passage of EFCA may reduce employers’ incentives to grow their businesses in the U.S. Employers will also face increasing global competition from nations that do not have similar binding arbitration statutes.