



## Talking Points

### ➤ **What is EFCA?**

The so-called Employee Free Choice Act (EFCA), also called “card check,” would strip away the right of 140 million U.S. workers to a federally supervised private-ballot election when deciding whether or not to unionize.

### ➤ **What is the current system?**

Under the current system, administered by the independent National Labor Relations Board, workers decide to unionize by a private-ballot election, a time-tested process that allows them to vote anonymously without fear of intimidation or retaliation.

### ➤ **What would voting be like under the “card check” system?**

Under the “card check” system, union organizers would only have to gather signed authorization cards from a majority of the workers to claim union representation. Without the private ballot, workers who were intimidated or coerced into signing authorization cards would not have the ability to change their vote in private.

### ➤ **How are votes processed?**

Under the “card check” process, workers’ votes are made public to the employer, union organizers and co-workers.

### ➤ **Should there be fear of private-ballot elections?**

No one - employers and union organizers alike - should fear a private-ballot election. It is the only legitimate process to protect an individual’s freedom to choose without intimidation or coercion.

### ➤ **What about the fundamental right of private-ballot elections?**

All workers, in every industry, deserve the fundamental American right to a federally supervised private-ballot election. This right is guaranteed when they vote in political elections; there is no reason why they should surrender this right in the workplace.

### ➤ **What does this bill really represent?**

Former U.S. Sen. George McGovern (D-S.D.), a champion of organized labor, call this bill what it really is – “a disturbing and undemocratic overreach not in the interest of either management or labor.” My Party Should Respect Secret Union Ballots, Wall Street Journal, Aug. 8, 2008

### ➤ **Does this bill represent the ideals of labor?**

McGovern also said the bill “runs counter to ideals that were once at the core of the labor movement. Instead of providing a voice for the unheard, it risks silencing those who would speak.” My Party Should Respect Secret Union Ballots, Wall Street Journal, Aug. 8, 2008