



The Employee Free Choice Act: Why Do Unions Want It?

The Threat

- Unions have lost their prevalence in the workforce over the past five decades, making up 30% of the private workplace in the 1950s and less than 8% today. “Card Check” would reverse this trend and open up wide swaths of the economy to union organizing, especially small business.
- The existing law honors a worker’s right to a private ballot. Currently, workers sign cards indicating interest in an election. The union and the employer then have a chance to make their case before workers vote in a federally supervised private-ballot election. If the union wins more than 50% of the votes, they are certified and collective bargaining begins.
- Card Check would effectively eliminate private elections. Under Card Check, if more than 50% of workers at a facility sign a card, the NLRB would have to certify the union, and a private ballot election would be prohibited, even if workers want one.
 - ✓ 71% of voters agree that a private election is better than card check.
- Card Check would give union organizers free rein to pressure workers into joining unions, potentially subjecting them to intimidation and abuse from union bosses.
- Under a Card Check organizing campaign, a union has no obligation to tell an employer it is launching an organizing drive. An employer may not find out an organizing campaign is underway until ordered by the federal government to start collective bargaining.
- But that’s not all. Card Check could force companies to let government arbitrators decide how their business operates. Card Check would send companies into binding arbitration if they cannot reach agreement with the union on an initial contract after 120 days. This means a panel of government arbitrators with no understanding of the business would impose a two year contract which would decide all workplace terms without any review by the company or its employees. Because this package will always be more than the employer is prepared to offer, the company will always lose.
 - ✓ 75% of voters believe government arbitrators shouldn’t decide the conditions of a union contract.

Standing Up to Organized Labor

- We can’t let a labor movement desperately searching for new members, or politicians hungry for union donations, turn back the clock fifty years in America.
- To counter organized labor’s undemocratic grab for power and protect workers’ secret ballot rights, the U.S. Chamber of Commerce launched the Workforce Freedom Initiative, a nationwide, multi-million dollar campaign to educate and mobilize our members to block Card Check.
- Through paid media, grassroots outreach, advocacy, and education, the U.S. Chamber will galvanize small business owners, workers, community leaders, and citizens to preserve the rights and freedoms of Americans in the workplace.