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## **COALITION FOR A DEMOCRATIC WORKPLACE URGES SENATE TO OPPOSE CARD CHECK “COMPROMISE”**

### ***Letter to Senators rejects harmful EFCA alternatives***

The 580-member Coalition for a Democratic Workplace (CDW) today released a letter sent to every U.S. Senator urging them to reject the ill-conceived Employee Free Choice Act (EFCA) compromise proposals.

EFCA as introduced faces significant bipartisan opposition to a provision that effectively replaces secret ballot elections with a card check scheme where a union is recognized with a simple majority of signed authorization cards, *and* a provision that imposes binding, government-controlled contracts on employers inhibiting their ability to create much-needed new jobs. Confronted with these setbacks, labor bosses and their allies are scrambling for alternatives.

The most controversial and damaging compromise proposals currently being discussed involve “quickie” elections and giving union organizers more access to employees during the work day.

“Unfortunately, these backroom deals to save EFCA under the guise of a ‘compromise’ are fundamentally flawed and have the effect of doing more harm to workers and small businesses,” said Brian Worth, chairman of the Coalition for a Democratic Workplace.

Highlights of the letter include:

“Both access and quickie elections deceptively purport to expedite the organizing process when in reality they sacrifice the rights of employees for the wants of professional union organizers; much like EFCA does.

“Union access provisions would give non-employee, professional union organizers the right to enter a workplace during work hours to solicit support during a union organizing campaign.

“Union access provisions will significantly disrupt the working environment of a business, severely hampering day-to-day operations as employees could be approached regularly by professional union organizers while they are performing their job.”



“Giving union organizers unprecedented workplace access is another attack on worker privacy, as the tactics used often lead to harassment by union organizers,” said Worth.

The letter goes on to state:

“A legislative mandate for “quickie elections” would impose a limited timeframe to complete a secret ballot union recognition election. A short time table, as little as 7 days in some proposals, can virtually eliminate an employers’ ability to provide employees with adequate information about the union, respond to the union’s comments or unionization generally. Such a scheme allows professional union organizers to “campaign” for months, while providing employees with limited – if any - time to hear from their employer about potential downsides to unionization.

“‘Quickie elections’ can deny employees the opportunity to hear *both* sides of the argument on unionization. Deciding whether or not to join a union will have long-term impacts on workers lives. Limited election timeframes can unjustly curtail an employer’s ability to convey their point of view to their own employees prior to a secret ballot election. Employees should be able to make informed, as well as private, decisions about this important issue. Hearing from just one side denies them that information.

“Current federal law provides employers the important opportunity to make *their* case to their employees, just as the professional union organizers can make their pitch.

“And, it is worth noting the reality that, in fiscal year 2008, the average time taken for the National Labor Relations Board (NLRB) to complete a secret ballot election was 38 days (down from 50 days in 1980). And, in 2008, 94% of elections were completed within 56 days, **with unions winning two-thirds of those elections.**”

A copy of CDW’s May 6, 2009 letter is attached.

### **About the Coalition for a Democratic Workplace**

The Coalition for a Democratic Workplace is made up of more than 500 associations and organizations from every state across the nation that have joined together to protect a worker’s right to a private ballot when deciding whether to join a union. In 2008, CDW embarked on a multi-million dollar public education campaign in key states that included polling, television, radio and internet ads and direct mail. For more information and a listing of our membership, please visit [www.MyPrivateBallot.com](http://www.MyPrivateBallot.com).