



February 28, 2007

Dear Representative:

The Coalition for a Democratic Workplace urges you to oppose H.R. 800, the so-called *Employee Free Choice Act*.

The legislation would strip hard-working Americans of the opportunity to keep private their decision whether or not to be represented by a union. It would replace private ballots in union elections with the very public card check recognition process, where workers are forced to vote in front of union organizer by signing or not signing an authorization card. In a card check campaign, each employee's decision, whether for or against union representation, is made public to union organizers, coworkers and employer.

Currently, the National Labor Relations Act (NLRA) allows employees to decide whether they wish to be represented by a particular union through a federally supervised private ballot election process. H.R. 800 would replace the private ballot with the public card check when the union presents signed authorization cards from a majority of employees.

The card check process subjects employees to increased risk of exposure to intimidation, coercion, and peer pressure, all in an effort to obtain signatures on a majority of cards. As an example, a union currently organizing in Colorado is offering payments of up to \$15 per signed card obtained as part of an organizing drive. The Seventh Circuit Court of Appeals observed, "workers sometimes sign authorization cards not because they intend to vote for the union in the election, but to avoid offending the person who asks them to sign, often a fellow worker, or simply to get the person off their back."

Not surprisingly, the vast majority of the American people, in both union and non-union households, agree that the private ballot is the best way to determine the intention of employees. In a recent McLaughlin poll, 87 percent of voters agreed that "every worker should continue to have the right to a federally supervised secret ballot election when deciding whether or not to join a union."

Even the author of H.R. 800, Chairman George Miller (D-CA), recognized the importance of private ballot elections. In 2001, he wrote the Mexican government, stating that, "the secret ballot is absolutely necessary in order to ensure workers are not intimidated into for voting for a union they may not otherwise choose."

The fact of the matter is that a private ballot process protects employees from abuse because no matter what happens prior to the election, once an individual steps into a private voting booth the decision is theirs alone to make. If the union organizers are confident that the employees want to be represented by them, then they should not have a problem with a private ballot election conducted by the National Labor Relations Board.

COALITION FOR A DEMOCRATIC WORKPLACE
www.MyPrivateBallot.com



Moreover, H.R. 800 contains a provision that mandates compulsory, binding arbitration on the employer and the employees as part the collective bargaining process if an agreement cannot be reached within the first 120 days of negotiations. This misguided language would have a third party, government official impose the terms of a labor contract decisions that are binding upon both parties, even if one or both parties find those terms unacceptable. In fact, employees would not be provided with the opportunity to vote on whether or not they approve their new contract.

This legislation runs counter the ideals of democracy and free enterprise. These values have made America the great nation that it is today, and we encourage your strong opposition to H.R. 800 when it is considered by the U.S. House of Representatives tomorrow.

Sincerely,

60 Plus Association
Affiliated Chambers of Commerce of
Greater Springfield (MA)
Alabama Chapter of ABC
Alaska Chapter of ABC
Alliance for Worker Freedom
Aluminum Association
American Apparel & Footwear Association
American Bakers Association
American Beverage Association
American Conservative Union
American Fire Sprinkler Association
American Foundry Society
American Frozen Food Institute
American Hospital Association
American Hotel & Lodging Association
American Meat Institute
American Seniors Housing Association
American Shareholders Association
American Society for Healthcare Human
Resources Administration
American Society of Employers
American Supply Association
American Wholesale Marketers Association
Americans for a Limited Government
Americans for Prosperity
Americans for Tax Reform
AMT-The Association for Manufacturing
Technology
API

Arizona Builders Alliance of ABC
Arizona Hotel & Lodging Association
Arizona IEC
Arkansas Chapter of ABC
Arkansas Hotel & Lodging Association
Arkansas IEC
Asheboro/Randolph (NC) Chamber of
Commerce
Ashland & Tri State Area Chapter IEC
Assisted Living Federation of America
Associated Builders & Contractors
Associated Builders & Contractors Heart of
America Chapter
Associated Industries of Massachusetts
Association of Equipment Manufacturers
Atlanta Hotel Council
Automotive Aftermarket Industry
Association
Baltimore Metro Chapter of ABC
Bearing Specialists Association
BKSH & Associates for National School
Transportation Association
Business & Industry Association of New
Hampshire
California Hotel & Lodging Association
Capital Associated Industries Inc
Carolinas Chapter of ABC
Center for Freedom & Prosperity
Center for Individual Freedom
Center for the Defense of Free Enterprise



CenTex Chapter IEC
Central Alabama Chapter IEC
Central California Chapter of ABC
Central Florida Chapter of ABC
Central Indiana IEC
Central Michigan Chapter of ABC
Central Missouri IEC
Central Ohio AEC/EIC
Central Ohio Chapter of ABC
Central Pennsylvania Chapter of ABC
Central Pennsylvania Chapter of IEC
Central Texas Chapter of ABC
Central Washington IEC
Centre County (PA) IEC
Charleston (SC) Metro Chamber of
Commerce
Chesapeake Chapter of ABC
Chesapeake IEC
Citizen Outreach Project
College and University Professional
Association (The)
Colorado Hospital Association
Colorado Hotel & Lodging Association
Connecticut Business & Industry
Association
Connecticut Chapter of ABC
Copper & Brass Servicenter
Cornhusker Chapter of ABC
Council for Citizens Against Government
Waste
Cumberland Valley Chapter of ABC
Dakotas Inc IEC/Dallas Chapter IEC
Delaware Chapter of ABC
East Tennessee Chapter of ABC
East Tennessee IEC
East Texas IEC
Eastern Pennsylvania Chapter of ABC
Eastern Shore Chapter of ABC
Eastern Washington Chapter IEC
El Paso Chapter IEC
Empire State Chapter of ABC
Environmental Industry Associations
Federation of American Hospitals
Florida East Coast Chapter of ABC

Florida First Coast Chapter of ABC
Florida Gulf Coast Chapter of ABC
Florida Restaurant & Lodging Association
Florida West Coast Chapter IEC
Food Marketing Institute
Fort Worth/Tarrant County IEC
Freedom Works
Georgia Chamber of Commerce
Georgia Chapter of ABC
Georgia Hotel & Lodging Association
Georgia IEC
Golden Gate Chapter of ABC
Greater Cincinnati IEC
Greater Columbia (SC) Chamber of
Commerce
Greater Elkhart (IN) Chamber of Commerce
Greater Houston Chapter of ABC
Greater Raleigh (NC) Chamber of
Commerce
Greater Spokane Incorporated
Greater St. Louis IEC
Greater Syracuse (NY) Chamber of
Commerce
Guam Contractors Association of ABC
Hampton Area (NH) Chamber of Commerce
Hampton Roads Chapter IEC
Hartford (CT) Chamber of Commerce
Hawaii Chapter of ABC
Hawaii Hotel & Lodging Association
Heart of America Chapter of ABC
Heating, Airconditioning & Refrigeration
Distributors International
Hospitality Association of South Carolina
Hotel Association of New York City
Hotel Association of Washington DC
HR Policy Association
Idaho IEC
Illinois Chapter of ABC
Illinois Hotel & Lodging Association
Illinois IEC
Independent Electrical Contractors Inc
Indiana Chamber of Commerce
Indiana Chapter of ABC
Industrial Fasteners Institute



Industrial Supply Association
Inland Pacific Chapter of ABC
International Council of Shopping Centers
International Foodservice Distributors Association
International Franchise Association
International Truck Parts Association
International Warehouse Logistics Association
Iowa Association of Business & Industry
Iowa Chapter of ABC
Iowans for Right to Work
Kansas City IEC
Kentuckiana Chapter of ABC
Kentucky & Southern Indiana Chapter IEC
Kentucky Electrical Contractors Association
Keystone Chapter of ABC
Las Vegas Chapter of ABC
Los Angeles-Ventura Chapter of ABC
Lubbock Chapter IEC
Maine Chapter of ABC
Maine Innkeepers Association
Management Association of Illinois (The)
Maryland Hotel, Motel & Resort Association
Massachusetts Chapter of ABC
MEC-IEC of Dayton, OH
Medical Savings Insurance Company
Metals Service Center Institute
Metro Washington Chapter of ABC
Mid Gulf Coast Chapter of ABC
Mid Tennessee Chapter of ABC
Mid-Oregon Chapter IEC
Mid-South Chapter IEC
Midwest IEC
Minnesota Chapter of ABC
Mississippi Chapter of ABC
Mississippi Economic Development Council
Montana Chamber of Commerce
Montana IEC
Montana Innkeepers Association
Montgomery Area (AL) Chamber of Commerce

Motor & Equipment Manufacturers Association
Nashville IEC
National Alliance for Worker & Employer Rights
National Association of Chemical Distributors
National Association of Convenience Stores
National Association of Manufacturers
National Association of Wholesaler-Distributors
National Council of Chain Restaurants
National Federation of Independent Business
National Grocers Association
National Lumber & Building Material Dealers Association
National Mining Association
National Petrochemical & Refiners Association
National Restaurant Association
National Retail Federation
National Solid Wastes Management Association
National Stone, Sand & Gravel Association
National Taxpayers Union
Nebraska Chamber of Commerce & Industry
Nebraska Hotel & Motel Association
Nevada Hotel & Lodging Association
Nevada Manufactures Association
New England IEC
New Hampshire Lodging & Restaurant Association
New Hampshire/Vermont Chapter of ABC
New Jersey Business & Industry Association
New Jersey Chapter of ABC
New Jersey Hotel & Lodging Association
New Jersey IEC
New Mexico Chapter of ABC
New Mexico Lodging Association
New Orleans/Bayou Chapter of ABC



New York State Hospitality & Tourism Association
North Alabama Chapter of ABC
North Carolina Chamber of Commerce
North Carolina Restaurant & Lodging Association
North Dakota Chamber of Commerce
North Florida Chapter of ABC
North Texas Chapter of ABC
Northern Michigan Chapter of ABC
Northern New Mexico IEC
Northern Ohio Chapter of ABC
Northern Ohio Electrical Contractors Association
Northwest Pennsylvania IEC
Northwest Washington IEC
Offshore Marine Service Association
Ohio Hotel & Lodging Association
Ohio Valley Chapter of ABC
OKC Inc IEC
Oklahoma Chapter of ABC
Oklahoma Hotel & Lodging Association
Optical Laboratories Association
Oregon IEC
Oregon Lodging Association
Oregon Restaurant Association
Owatonna Area (MN) Chamber of Commerce & Tourism
Pacific Northwest Chapter of ABC
Pelican Chapter of ABC
Pennsylvania Tourism & Lodging Association
Plumbing-Heating-Cooling Contractors Association
Precision Metalforming Association
Printing Industries of America
Property Rights Alliance
Public Service Research Council
Puget Sound Washington Chapter IEC
Redwood Empire Chapter IEC
Retail Industry Leaders Association
Rhode Island Chapter of ABC
Rio Grande Valley Chapter of IEC Inc
Rocky Mountain Chapter of ABC

Rocky Mountain IEC
Saginaw Valley Chapter of ABC
San Antonio Chapter IEC
San Diego Chapter of ABC
San Diego North Chamber of Commerce
Sebago Lake Region (ME) Chamber of Commerce
Sierra Nevada Chapter of ABC
Society of Human Resource Management
Society of the Plastics Industry (The)
South Carolina Chamber of Commerce
South Florida Chapter Inc IEC
South Texas Chapter of ABC
Southeast Missouri IEC
Southeast Pennsylvania Chapter of ABC
Southeast Texas Chapter of ABC
Southeastern Michigan Chapter of ABC
Southern Arizona IEC
Southern California Chapter of ABC
Southern California IEC
Southern Colorado Chapter IEC
Southern Indiana Chapter-Evansville IEC
Southern New Mexico IEC
St. Mary's County (MD) Chamber of Commerce
Stuart-Martin County (FL) Chamber of Commerce
Tennessee Hospital Association
Tennessee Hotel & Lodging Association
Texas Coastal Bend Chapter of ABC
Texas Gulf Coast Chapter IEC
Texas Gulf Coast Chapter of ABC
Texas Hotel & Lodging Association
Texas Mid-Coast Chapter of ABC
Texas Panhandle IEC
Texas State IEC
Texas Warehouse Association
Texoma IEC
Textile Care Allied Trades Association
The Real Estate Roundtable
Tooling & Manufacturing Association
Treasure State IEC
Tri-State IEC
U.S. Chamber of Commerce



U.S. Hispanic Chamber of Commerce
U.S. Human Resources and Ethics Services
Uniform and Textile Service Association
Utah Chapter of ABC
Utah Hotel & Lodging Association
Utah IEC
Ventura Chapter IEC
Vermont Hospitality Council
Virginia Chamber of Commerce
Virginia Chapter of ABC
Washington IEC
Washington State Hotel & Lodging
Association
WECA IEC
West Tennessee Chapter of ABC
West Texas IEC
West Virginia Chapter of ABC

West Virginia Hospitality & Travel
Association
Western Colorado Chapter of ABC
Western Colorado IEC
Western Michigan Chapter of ABC
Western Pennsylvania Chapter of ABC
Western Reserve Chapter IEC
Western Washington Chapter of ABC
Wholesale Florist & Florist Supplier
Association
Wichita Chapter IEC
Wisconsin Chapter of ABC
Wisconsin Manufacturers & Commerce
Association
Wyoming Lodging & Restaurant
Association