



MAKING OHIO GREAT

A guide to Ohio's 2009-10 Business Agenda

Employee Free Choice Act (EFCA) “Card Check”



WHY WE CARE

It's no surprise that the EFCA or “Card Check” is organized labor's number one issue. It sounds as if it would help employees but in reality it helps unions organize more members quickly. The fact is that if Card Check passes, employees lose. They lose their right to decide whether to be represented by a union without someone looking over their shoulder. And employers lose too. They lose the flexibility they need to make sound business decisions for the health and well being of the company and ALL employees.

BACKGROUND

For decades, employees have enjoyed the unfettered freedom to choose whether or not to be represented by a union and make the final decision on a collective bargaining agreement.

Under current law, if union organizers collect signatures from 30 percent of a company's employees, the National Labor Relations Board (NLRB) will hold an election to determine whether to certify the union. This process balances the interests of employers, employees and the union and ensures employees can hear from all sides before making a final decision. The private ballot allows employees to make the final decision without coercion or intimidation by anyone, whether union or management, similar to the democratic way we elect public officials.

Card Check scraps this process and simply allows union representatives to collect more than 50 percent of the employees' signatures in order to organize a company, thereby eliminating the private ballot process. Private ballots protect employee free choice.

Card Check also undermines the collective bargaining process by imposing binding arbitration on employers whose employees support collective bargaining. If more than 50 percent of an employer's employees vote for a union and contract negotiations stall, an arbitration panel will implement a two year contract that both parties are bound to without further input from either side.

PRO-BUSINESS VISION

Protect the rights of employers and employees during collective bargaining organizing efforts and negotiations

2009-10 GOALS

- Oppose legislation that prevents employees from using a private ballot to decide whether to be represented by a union
- Defeat bills that force employers to comply with unreasonable regulations governing union organizing efforts and subsequent contract negotiations

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CURRENT ACTIVITIES

- ✓ Educating and mobilizing the Chamber's grassroots network to defeat the deceptively named Employee Free Choice Act or “Card Check” in Congress



To join the most powerful business grassroots network in Ohio, call 614-228-4201 or visit www.OhioBusinessVotes.org.