



March 4, 2009

Oppose the Misnamed Employee Free Choice Act

Dear Senator:

As the Senate continues deliberations on the pressing issues currently facing our nation, we recommend that you fully consider the very real and adverse consequences of the *Employee Free Choice Act* (EFCA, H.R. 800/S. 1041 in the 110th Congress), and we write in strong opposition to this legislation. Furthermore, the members of the Coalition for a Democratic Workplace (CDW) encourage you to vote “no” on all votes relating to consideration of EFCA, procedural or otherwise.

The CDW, a group of more than 570 organizations, is united in opposition to EFCA because we believe this bill severely undermines long standing principles of balance and fairness in federal labor law. Make no mistake; the purpose of EFCA is not labor law reform. The legislation is a dramatic assault on the rights of employees and employers that threatens to severely undermine any chance at a constructive dialogue on labor law reform.

The key provisions in this legislation represent egregious attempts to limit the rights of employees and employers and will severely diminish the ability of U.S. business to succeed in our globally competitive market. They include:

- The effective elimination of secret ballot voting replaced by a mandate that a union be recognized by a simple majority of signed authorization cards, exposing employees to intimidation and coercion. Employees who are not offered a card to sign would be forced into a union with no vote and no voice.
- A two year binding contract wherein economic terms such as wages, benefits, and work rules are unilaterally determined by a federal arbitrator for first contracts without a ratification vote by employees.

Neither of the above provisions, alone, or in combination, will bring about positive change for American workers or employers. This legislation poses not only an assault on an individual’s right to privacy, but a direct threat to economic growth and job creation.

Particularly at a time of economic uncertainty, Congress should not enact measures that threaten our economic competitiveness, including the *Employee Free Choice Act*. Furthermore, this legislation would have a particularly devastating impact on small employers who are the primary source for new jobs in our economy.

The signatories of this letter represent millions of employers united in our strong opposition to this legislation and opposed to Congressional passage of this legislation or its individual provisions. We regard this bill as the most direct threat to our ability to continue to operate competitively and create jobs.

We therefore strongly urge you to oppose this bill when it comes before the Senate, and we again encourage you to vote “no” on all votes relating to consideration of EFCA, procedural or otherwise.

For more information, analyses, and polling data showing that more than 70 percent of union households oppose EFCA, please visit our coalition’s website at www.myprivateballot.com .

Sincerely,

THE COALITION FOR A DEMOCRATIC WORKPLACE:

60 Plus Association	Mid-Oregon Chapter IEC
Advanced Supply Chain International	Mid-South Chapter IEC
Affiliated Chambers of Commerce of Greater Springfield (MA)	Midwest IEC
Alabama Chapter of ABC	Minnesota Chapter of ABC
Alabama Restaurant Association	Minnesota Grocers Association
Alaska Cabaret, Hotel, Restaurant and Retailers Association	Minnesota Lodging Association
Alaska Hotel & Lodging Association	Minnesota Restaurant Association
Alaska Chapter of ABC	Minnesota Trucking Association
Alliance for Worker Freedom	Mississippi Chapter of ABC
Aluminum Association	Mississippi Economic Development Council
American Apparel & Footwear Association	Mississippi Hospitality and Restaurant Association
American Bakers Association	Mississippi Manufacturers Association
American Beverage Association	Missouri Restaurant Association
American Concrete Pressure Pipe Association	Modular Building Institute
American Conservative Union	Monroe (LA) Chamber of Commerce
American Council of Engineering Companies	Montana Chamber of Commerce
American Fire Sprinkler Association	Montana IEC
American Foundry Society	Montana Innkeepers Association
	Montana Motor Carriers Association
	Montana Restaurant Association

American Frozen Food Institute	Montgomery Area (AL) Chamber of Commerce
American Health Care Association	Motor & Equipment Manufacturers Association
American Hospital Association	Mountain States Employers Council
American Hotel & Lodging Association	Nashville IEC
American International Automobile Dealers Association	Natchitoches Area (LA) Chamber of Commerce
American Meat Institute	National Alliance for Worker & Employer Rights
American Mushroom Institute	National Armored Car Association
American Nursery and Landscape Association	National Association of Automobile Dealers
American Seniors Housing Association	National Association of Chemical Distributors
American Shareholders Association	National Association of Home Builders
American Society for Healthcare Human Resources Administration	National Association of Manufacturers
American Society of Employers	National Association Of Mutual Insurance Companies
American Staffing Association	National Association of Sign Supply Distributors
American Supply Association	National Association of Theatre Owners
American Trucking Associations	National Association of Wholesaler-Distributors
American Wholesale Marketers Association	National Center for Assisted Living
Americans for a Limited Government	National Club Association
Americans for Prosperity	National Council of Chain Restaurants
Americans for Tax Reform	National Council of Textile Organizations
AMT-The Association for Manufacturing Technology	National Electrical Manufacturers Association
Antelope Valley (CA) Chamber of Commerce	National Federation of Independent Business
API	National Franchisee Association
Arcadia (CA) Chamber of Commerce	National Grocers Association
Arizona Builders Alliance of ABC	National Lumber & Building Material Dealers Association
Arizona Chamber of Commerce & Industry	National Mining Association
Arizona Hotel & Lodging Association	National Paper Trade Association
Arizona IEC	National Pest Management Association
Arizona Restaurant & Hospitality Association	
Arkansas Chapter of ABC	
Arkansas Hospitality Association	
Arkansas Hotel & Lodging Association	

Arkansas IEC	National Petrochemical & Refiners Association
Arkansas State Chamber of Commerce	National Private Duty Association
Asheboro/Randolph (NC) Chamber of Commerce	National Propane Gas Association
Ashland & Tri State Area Chapter IEC	National Ready Mixed Concrete Association
Asian American Hotel Owners Association (AAHOA)	National Restaurant Association
Assisted Living Federation of America	National Retail Federation
Associated Builders & Contractors	National Roofing Contractors Association
Associated Builders & Contractors Heart of America Chapter	National School Transportation Association
Associated Builders & Contractors of Alabama	National Small Business Association
Associated General Contractor	National Solid Wastes Management Association
Associated Industries of Massachusetts	National Stone, Sand & Gravel Association
Association of Equipment Manufacturers	National Tank Truck Carriers, Inc.
Association of Millwork Distributors	National Taxpayers Union
Association of Washington Business	National Tooling & Machining Association
Association of Woodworking & Furnishings Suppliers	Nebraska Chamber of Commerce & Industry
Atlanta Hotel Council	Nebraska Grocery Industry Association
Automotive Aftermarket Industry Association	Nebraska Hotel & Motel Association
Baltimore Metro Chapter of ABC	Nebraska Restaurant Association
Bearing Specialists Association	Nevada Hotel & Lodging Association
Brick Industry Association	Nevada Manufactures Association
Brittney Inc	Nevada Restaurant Association
Burnsville (MN) Chamber of Commerce	New England IEC
Business & Industry Association of New Hampshire	New Hampshire Lodging & Restaurant Association
California Chamber of Commerce	New Hampshire/Vermont Chapter of ABC
California Delivery Association	New Jersey Business & Industry Association
California Hotel & Lodging Association	New Jersey Chapter of ABC
California Manufacturers & Technology Association	New Jersey Electrical Contractors Association
California Restaurant Association	New Jersey Hotel & Lodging Association
Camarillo (CA) Chamber of Commerce	New Jersey IEC
	New Jersey Restaurant Association

Capital Associated Industries Inc	New Mexico Chapter of ABC
Carolinas Chapter of ABC	New Mexico Lodging Association
Center for Freedom & Prosperity	New Mexico Restaurant Association
Center for Individual Freedom	New Orleans/Bayou Chapter of
Center for the Defense of Free	ABC
Enterprise	Newspaper Association of America
CenTex Chapter IEC	New York State Hospitality &
Central Alabama Chapter IEC	Tourism Association
Central California Chapter of ABC	New York State Restaurant
Central Florida Chapter of ABC	Association
Central Indiana IEC	North Alabama Chapter of ABC
Central Michigan Chapter of ABC	North Carolina Chamber of
Central Missouri IEC	Commerce
Central Ohio AEC/EIC	North Carolina Restaurant &
Central Ohio Chapter of ABC	Lodging Association
Central Pennsylvania Chapter of	North Dakota Chamber of
ABC	Commerce
Central Pennsylvania Chapter of IEC	North Dakota Hospitality
Central Texas Chapter of ABC	Association
Central Washington IEC	North Florida Chapter of ABC
Centre County (PA) IEC	North Las Vegas (NV) Chamber of
Chamber of Commerce of Southwest	Commerce
Indiana	North Palm Beach Chamber of
Chamber of Commerce of St. Joseph	Commerce
County	North Texas Chapter of ABC
Chamber of Medford/Jackson	Northern Allegheny County
County (OR)	Chamber of Commerce
Charleston (SC) Metro Chamber of	Northern Kentucky Chamber of
Commerce	Commerce
Chattanooga Area (TN) Chamber of	Northern Michigan Chapter of ABC
Commerce	Northern New Mexico IEC
Chesapeake Chapter of ABC	Northern Ohio Chapter of ABC
Chesapeake IEC	Northern Ohio Electrical Contractors
Chicago Auto Trade Association	Association
Chicagoland Chamber of Commerce	Northwest Pennsylvania IEC
Cincinnati USA Regional Chamber	Northwest Washington IEC
Citizen Outreach Project	Office Products Wholesalers
Cleveland-Bradley (TN) Chamber of	Association
Commerce	Offshore Marine Service Association
College & University Professional	Ohio Chamber of Commerce
Association for Human Resources	Ohio Hotel & Lodging Association
Colorado Association of Commerce	Ohio Restaurant Association
and Industry	Ohio Valley Chapter of ABC
Colorado Association of Homes &	OKC Inc IEC
Services for the Aging	Oklahoma Chapter of ABC

Colorado Hospital Association	Oklahoma Hotel & Lodging Association
Colorado Hotel & Lodging Association	Oklahoma Restaurant Association
Colorado Restaurant Association	Oklahoma State Chamber
Commerce & Industry Association of New Jersey	Optical Laboratories Association
Connecticut Business & Industry Association	Oregon IEC
Connecticut Chapter of ABC	Oregon Lodging Association
Connecticut Restaurant Association	Oregon Restaurant Association
Consumer Electronics Association	Owatonna Area (MN) Chamber of Commerce & Tourism
Copper & Brass Service Center	Oxnard (CA) Chamber of Commerce
Cornhusker Chapter of ABC	Pacific Northwest Chapter of ABC
Costa Mesa (CA) Chamber of Commerce	Pacific Printing & Imaging Association
Council for Citizens Against Government Waste	Pelican Chapter of ABC
Cumberland Valley Chapter of ABC	Pennsylvania Chamber of Business and Industry.
Dakotas Inc IEC/Dallas Chapter IEC	Pennsylvania Restaurant Association
Daytona Beach/Halifax (FL) Chamber of Commerce	Pennsylvania Tourism & Lodging Association
Delaware Chapter of ABC	Petroleum Equipment Institute
Delaware Restaurant Association	Plumbing-Heating-Cooling Contractors Association
Detroit Regional Chamber of Commerce	Portland Cement Association
Denver Metro Chamber of Commerce	Precision Metalforming Association
Duluth (MN) Area Chamber of Commerce	Printing & Graphics Association MidAtlantic
East Tennessee Chapter of ABC	Printing & Imaging Association of Georgia, Inc.
East Tennessee IEC	Printing & Imaging Association of MidAmerica
East Texas IEC	Printing & Imaging Association of New York State
Eastern Pennsylvania Chapter of ABC	Printing Association of Florida, Inc.
Eastern Sandoval County (NM) Chamber of Commerce	Printing Industries Association Inc. "Serving Northern Kentucky and Ohio"
Eastern Shore Chapter of ABC	Printing Industries Association of San Diego
Eastern Washington Chapter IEC	Printing Industries Association of Southern California, Inc.
El Paso Chapter IEC	Printing Industries Association, Inc. of Arizona
Empire State Chapter of ABC	Printing Industries of America
Environmental Industry Associations	
Fairfax County (VA) Chamber of Commerce	
Federation of American Hospitals	
FEWA-Marketing & Distribution	

Association	Printing Industries of Colorado
Flagstaff (AZ) Chamber of Commerce	Printing Industries of Michigan, Inc.
Florida Chamber of Commerce	Printing Industries of New England
Florida East Coast Chapter of ABC	Printing Industries of Northern California
Florida First Coast Chapter of ABC	Printing Industries of St. Louis
Florida Gulf Coast Chapter of ABC	Printing Industries of the Gulf Coast
Florida Independent Concrete & Associated Products, Inc.	Printing Industries of the Midlands,
Florida Restaurant & Lodging Association	Printing Industries of Utah
Florida West Coast Chapter IEC	Printing Industries of Virginia
Food Marketing Institute	Printing Industries of Wisconsin
Forging Industry Association	Printing Industry Association of the South, Inc.
Fort Worth/Tarrant County IEC	Printing Industry of Illinois/Indiana
Freedom Works	Printing Industry of Minnesota, Inc
Georgia Chamber of Commerce	Printing Industry of the Carolinas
Georgia Chapter of ABC	Property Rights Alliance
Georgia Hotel & Lodging Association	ProsperityAlaska.org
Georgia IEC	Public Service Research Council
Georgia Restaurant Association	Puget Sound Washington Chapter IEC
Glendale (AZ) Chamber of Commerce	Redwood Empire Chapter IEC
Golden Gate Chapter of ABC	Regional Legislative Alliance of Santa Barbara County (CA)
Goleta Valley (CA) Chamber of Commerce	Restaurant and Hospitality Association of Indiana
Grand Junction Area (CO) Chamber of Commerce	Restaurant Association of Maryland
Graphic Arts Association	Restaurant Association of Metropolitan Washington
Greater Albuquerque (NM) Chamber of Commerce	Retail Industry Leaders Association
Greater Bakersfield (CA) Chamber of Commerce	Rhode Island Chapter of ABC
Greater Cincinnati IEC	Rhode Island Hospitality and Tourism Association
Greater Columbia (SC) Chamber of Commerce	Rio Grande Valley Chapter of IEC
Greater Columbus (GA) Chamber of Commerce	Rockwell Collins
Greater Decatur Chamber of Commerce	Rocky Mountain Chapter of ABC
Greater Delray Beach Chamber of Commerce	Rocky Mountain IEC
Greater Elkhart (IN) Chamber of Commerce	Rogers-Lowell Chamber of Commerce
	Ruston-Lincoln (LA) Chamber of Commerce
	Sacramento (CA) Metro Chamber of Commerce
	Saginaw Valley Chapter of ABC
	San Antonio Chapter IEC

Greater Findlay (OH) Chamber of Commerce, Inc.	San Diego Chapter of ABC
Greater Hamilton Chamber of Commerce	San Diego North (CA) Chamber of Commerce
Greater Houston Chapter of ABC	San Diego North Chamber of Commerce
Greater Louisville Inc.	School Facility Manufacturers Association
Greater Medina Chamber of Commerce	Sebago Lake Region (ME) Chamber of Commerce
Greater Pittsburgh Chamber of Commerce	Sierra Nevada Chapter of ABC
Greater Pittsburgh Hotel Association	Snack Food Association
Greater Raleigh (NC) Chamber of Commerce	Society of American Florists
Greater Reading (PA) Chamber of Commerce & Industry	Society of Human Resource Management
Greater Spokane Incorporated	Society of the Plastics Industry (The)
Greater St. Louis IEC	South Carolina Chamber of Commerce
Greater Syracuse (NY) Chamber of Commerce	South Carolina Trucking Association
Green Bay Area (WI) Chamber of Commerce	South Dakota Retailers Association
Guam Contractors Association of ABC	South Florida Chapter Inc IEC
Hampton Area (NH) Chamber of Commerce	South Texas Chapter of ABC
Hampton Roads Chapter IEC	Southeast Missouri IEC
Hardin County Chamber of Commerce	Southeast Pennsylvania Chapter of ABC
Hartford (CT) Chamber of Commerce	Southeast Texas Chapter of ABC
Hawaii Chapter of ABC	Southeastern Michigan Chapter of ABC
Hawaii Hotel & Lodging Association	Southern Arizona IEC
Hawaii Restaurant Association	Southern Building Material Association
Healthcare Distribution Management Association	Southern California Chapter of ABC
Heart of America Chapter of ABC	Southern California IEC
Heating, Airconditioning & Refrigeration Distributors International	Southern Colorado Chapter IEC
Henderson (NV) Chamber of Commerce	Southern Indiana Chapter-Evansville IEC
Hilliard Chamber of Commerce	Southern New Mexico IEC
Hispanic Alliance for Progress Institute	St. Mary's County (MD) Chamber of Commerce
	Staten Island (NY) Chamber of Commerce
	Steel Manufacturers Association
	Stuart-Martin County (FL) Chamber of Commerce
	Taxpayers League of Minnesota
	Tennessee Hospital Association

Hobbs (NM) Chamber of Commerce	Tennessee Hotel & Lodging Association
Hospitality Association of South Carolina	Tennessee Restaurant Association
Hotel Association of New York City	Texas Coastal Bend Chapter of ABC
Hotel Association of Washington DC	Texas Gulf Coast Chapter IEC
Houma-Terrebonne Chamber of Commerce	Texas Gulf Coast Chapter of ABC
Idaho IEC	Texas Hotel & Lodging Association
Idaho Lodging and Restaurant Association	Texas Mid-Coast Chapter of ABC
Illinois Chamber of Commerce	Texas Panhandle IEC
Illinois Chapter of ABC	Texas Restaurant Association
Illinois Hotel & Lodging Association	Texas State IEC
Illinois IEC	Texas Warehouse Association
Illinois Restaurant Association	Texoma IEC
Independent Electrical Contractors Inc	Textile Care Allied Trades Association
Independent Women's Voice	Textile Rental Services Association of America
Indian River County (FL) Chamber of Commerce	Truck Rental and Leasing Association
Indiana Chamber of Commerce	The Kansas Chamber
Indiana Chapter of ABC	The Real Estate Roundtable
Industrial Fasteners Institute	Tooling & Manufacturing Association
Industrial Supply Association	Treasure State IEC
Inland Pacific Chapter of ABC	Tri-State IEC
Interlocking Concrete Pavement Institute	Truckload Carriers Association
Intl Assn of Amusement Parks & Attractions	Tucson Metropolitan Chamber of Commerce
International Council of Shopping Centers	U.S. Apple Association
International Foodservice Distributors Association	U.S. Chamber of Commerce
International Franchise Association	U.S. Hispanic Chamber of Commerce
International Truck Parts Association	U.S. Human Recourses and Ethics Services
International Warehouse Logistics Association	Uniform and Textile Service Association
Iowa Association of Business & Industry	United Chambers of Commerce-SFV & Region
Iowa Chapter of ABC	United Motorcoach Association
Iowa Restaurant Association	Utah Chapter of ABC
Iowans for Right to Work	Utah Hotel & Lodging Association
	Utah IEC
	Utah Restaurant Association
	Ventura Chapter IEC
	Vermont Hospitality Council

Kansas City IEC	Virginia Chamber of Commerce
Kansas Restaurant and Hospitality Association	Virginia Chapter of ABC
Kentuckiana Chapter of ABC	Virginia Hospital and Travel Association
Kentucky & Southern Indiana Chapter IEC	Virginia Manufacturers Association
Kentucky Chamber of Commerce	Virginia Petroleum Convenience & Grocery Association
Kentucky Electrical Contractors Association	Visalia (CA) Chamber of Commerce
Keystone Chapter of ABC	Washington IEC
Kentucky Restaurant Association	Washington Restaurant Association
Lake Havasu Area (AZ) Chamber of Commerce	Washington State Hotel & Lodging Association
Larue County Chamber of Commerce	WECA IEC
Las Vegas (NV) Chamber of Commerce	West Chamber Serving Jefferson County (CO)
Las Vegas Chapter of ABC	West Suburban (IL) Chamber of Commerce & Industry
Licking County Chamber of Commerce	West Tennessee Chapter of ABC
Little Rock Chamber of Commerce	West Texas IEC
Long Beach (CA) Chamber of Commerce	West Virginia Chamber of Commerce
Los Angeles-Ventura Chapter of ABC	West Virginia Chapter of ABC
Louisiana Association of Business & Industry	West Virginia Hospitality & Travel Association
Louisiana Restaurant Association	Western Carolina Industries
Louisiana Retailers Association	Western Colorado Chapter of ABC
Lower Bucks County Chamber of Commerce	Western Colorado IEC
Lubbock Chapter IEC	Western Growers Association
Maine Chapter of ABC	Western Michigan Chapter of ABC
Maine Innkeepers Association	Western Pennsylvania Chapter of ABC
Maine Restaurant Association	Western Reserve Chapter IEC
Management Association of Illinois	Western Washington Chapter of ABC
Manufacturers' Association of NW Pennsylvania	Wholesale Florist & Florist Supplier Association
Marion Area Chamber of Commerce	Wichita Chapter IEC
Maryland Hotel, Motel & Resort Association	Wisconsin Chapter of ABC
Massachusetts Chapter of ABC	Wisconsin Manufacturers & Commerce Association
Massachusetts Restaurant Association	Wisconsin Motor Carriers Association
Material Handling Equipment	Wisconsin Restaurant Association
	Wyoming Lodging & Restaurant Association

Distributors Association
MEC-IEC of Dayton, OH
Messenger Courier Association of
America
Metals Service Center Institute
Metro Washington Chapter of ABC
Metro West (MA) Chamber of
Commerce
Michigan Chamber of Commerce
Michigan Manufacturers Association
Michigan Restaurant Association
Mid-America Lumbermens
Association
Mid Gulf Coast Chapter of ABC
Mid Tennessee Chapter of ABC