



**PROTECT WORKERS RIGHTS TO FAIR ORGANIZING ELECTIONS**  
**House of Representatives: HR800    Senate: S1041**

**Issue:** The Employee Free Choice Act seeks to replace the current system of fair secret ballot organizing with a system that would expose employees to potential employer and union threats and intimidation. After publicly signing a card, the employee could be forced to join the union – and the employer be forced to accept the union - without a vote.

**Recommendation:** Protect workers' privacy during organizing drives and guarantee workers the right to vote in a private-ballot election. Congress should not change a system that most workers support.

**Rationale:** America's labor laws give workers the freedom to decide whether or not to bargain collectively with their employer. Workers are protected from retaliation from the union or the employer.

- ✓ Employees have the fundamental right to vote in privacy. Card check signatures are performed in public while taking their rights from signing a secret ballot.
- ✓ Unions win 60% of elections. Union organizing procedures balance the rights of employers and unions to ensure that unions have access to workers when they are not on company time.
- ✓ Workers would be denied the right to vote. In a card check system, once organizers collect signed cards from a majority of the employees, all workers would be forced to join the union without a vote or hearing from both sides to make an informed decision.
- ✓ Congress should protect private ballots. Privacy in the voting booth is the best way to protect a worker from undue pressure when deciding whether or not to join a union.
- ✓ The Employee Free Choice Act is misleading. It strips workers of their rights and their privacy and removes their ability to bargain with their employers.

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