



January 7, 2009

Dear Member of the 111th Congress:

Congratulations on being elected to the 111th Congress. Our country faces an array of serious challenges, and we commend your desire and service in helping to craft appropriate solutions. As you look ahead to the legislation that will require your attention, we strongly encourage you to oppose all efforts to pass any provision included in the *Employee Free Choice Act* (EFCA H.R. 800/S. 1041 in the 110th Congress).

The Coalition for a Democratic Workplace, a group of more than 500 organizations, is united in opposition to the *Employee Free Choice Act* 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 and benefits 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 hundreds of thousands 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 urge you to avoid co-sponsoring or supporting this bill. For more information, analyses, and polling data showing that more than 70 percent of union households oppose the *Employee Free Choice Act*, please visit our coalition's website at www.myprivateballot.com.

Sincerely,

THE COALITION FOR A DEMOCRATIC WORKPLACE:

60 Plus Association
Advanced Supply Chain International
Aeronautical Repair Station Association
Affiliated Chambers of Commerce of Greater Springfield (MA)
Alabama Chapter of ABC Alabama Restaurant Association
Alaska Cabaret, Hotel, Restaurant & Retailers Association
Alaska Chapter of ABC Alaska Hotel & Lodging Association
Alliance for Worker Freedom
Aluminum Association
American Apparel & Footwear Association
American Association of Homes & Services for the Aging
American Bakers Association
American Beverage Association
American Conservative Union
American Fire Sprinkler Association
American Foundry Society
American Frozen Food Institute
American Health Care Association
American Home Furnishings Alliance
American Hospital Association
American Hotel & Lodging Association
American International Automobile Dealers Association
American Meat Institute

American Seniors Housing Association
American Shareholders Association
American Society for Healthcare Human Resources Administration
American Society of Employers
American Staffing Association
American Supply Association
American Trucking Associations
American Wholesale Marketers Association
Americans for a Limited Government
Americans for Prosperity
Americans for Tax Reform
AMT-The Association for Manufacturing Technology
Antelope Valley (CA) Chamber of Commerce
API Arcadia (CA) Chamber of Commerce
Arizona Builders Alliance of ABC
Arizona Chamber of Commerce & Industry
Arizona Hotel & Lodging Association
Arizona IEC
Arizona Restaurant & Hospitality Association
Arkansas Chapter of ABC
Arkansas Hotel & Lodging Association
Arkansas IEC
Arkansas State Chamber of Commerce
Asheboro/Randolph (NC) Chamber of Commerce
Ashland & Tri State Area Chapter IEC

Asian American Hotel Owners
Association Assisted Living Federation of
America Associated Builders &
Contractors Associated Builders &
Contractors Heart of America Chapter
Associated Builders & Contractors of
Alabama Associated Builders &
Contractors of Michigan Associated
Equipment Distributors Associated
General Contractors Associated Industries
of Massachusetts Association of
Equipment Manufacturers Association of
Millwork Distributors Association of
Washington Business Association of
Woodworking & Furnishings Suppliers
Atlanta Hotel Council Automotive
Aftermarket Industry Association
Baltimore Metro Chapter of ABC Bearing
Specialists Association Burnsville (MN)
Chamber of Commerce Business &
Industry Association of New Hampshire
Business Solutions Association California
Chamber of Commerce California Hotel
& Lodging Association California
Manufacturers & Technology Association
California Restaurant Association
Camarillo (CA) Chamber of Commerce
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
Chamber of Commerce of Southwest
Indiana Chamber of Commerce of St.
Joseph County (IN) Chamber of
Medford/Jackson County (OR) Charleston
(SC) Metro Chamber of Commerce
Chattanooga Area (TN) Chamber of
Commerce Chesapeake Chapter of ABC
Chesapeake IEC Chicago Auto Trade
Association Chicagoland (IL) Chamber of
Commerce Cincinnati USA Regional
Chamber Citizen Outreach Project
Cleveland-Bradley (TN) Chamber of
Commerce Coalition of Franchisee
Associations College & University
Professional Association for Human
Resources Colorado Association of
Commerce & Industry Colorado
Association of Homes & Services for the
Aging Colorado Hospital Association
Colorado Hotel & Lodging Association
Colorado Restaurant Association
Commerce & Industry Association of New
Jersey Connecticut Business & Industry
Association Connecticut Chapter of ABC
Connecticut Restaurant Association
Consumer Electronics Association Copper
& Brass Servicenter Cornhusker Chapter
of ABC Costa Mesa (CA) Chamber of
Commerce Council for Citizens Against
Government Waste Cumberland Valley
Chapter of ABC Dakotas Inc IEC/Dallas
Chapter IEC Daytona Beach/Halifax (FL)
Chamber of Commerce Delaware Chapter
of ABC Delaware Restaurant Association
Denver Metro Chamber of Commerce

Detroit (MI) Regional Chamber of
Commerce Duluth (MN) Area Chamber of
Commerce East Tennessee Chapter of
ABC East Tennessee IEC East Texas IEC
Eastern Pennsylvania Chapter of ABC
Eastern Sandoval County (NM) Chamber
of Commerce Eastern Shore Chapter of
ABC Eastern Washington Chapter IEC El
Paso Chapter IEC Empire State Chapter of
ABC Environmental Industry Associations
Fairfax County (VA) Chamber of
Commerce Federation of American
Hospitals FEWA-Marketing &
Distribution Association Flagstaff (AZ)
Chamber of Commerce Florida Chamber
of Commerce Florida East Coast Chapter
of ABC Florida First Coast Chapter of
ABC Florida Gulf Coast Chapter of ABC
Florida Independent Concrete &
Associated Products, Inc. Florida
Restaurant & Lodging Association Florida
West Coast Chapter IEC Food Marketing
Institute Forging Industry Association Fort
Worth/Tarrant County IEC Freedom
Works Fruita Area Chamber of Commerce
Georgia Chamber of Commerce Georgia
Chapter of ABC Georgia Hotel & Lodging
Association Georgia IEC Georgia
Restaurant Association Glendale (AZ)
Chamber of Commerce Golden Gate
Chapter of ABC Goleta Valley (CA)
Chamber of Commerce Grand Junction
Area (CO) Chamber of Commerce
Graphic Arts Association Greater
Albuquerque (NM) Chamber of
Commerce Greater Bakersfield (CA)
Chamber of Commerce Greater Cincinnati
IEC

Greater Columbia (SC) Chamber of
Commerce Greater Columbus (GA)
Chamber of Commerce Greater Decatur
(IL) Chamber of Commerce Greater
Delray Beach (FL) Chamber of Commerce
Greater Elkhart (IN) Chamber of
Commerce Greater Findlay (OH) Chamber
Inc. Greater Hamilton (OH) Chamber of
Commerce Greater Houston Chapter of
ABC Greater Louisville (KY) Inc. Greater
Medina (OH) Chamber of Commerce
Greater Pittsburgh (PA) Chamber of
Commerce Greater Pittsburgh (PA) Hotel
Association Greater Raleigh (NC)
Chamber of Commerce Greater Reading
(PA) Chamber of Commerce & Industry
Greater Shreveport Chamber of Commerce
Greater Spokane Incorporated Greater St.
Louis IEC Greater Syracuse (NY)
Chamber of Commerce Green Bay Area
(WI) Chamber of Commerce Guam
Contractors Association of ABC Hampton
Area (NH) Chamber of Commerce
Hampton Roads Chapter IEC Hardin
County (OH) Chamber of Commerce
Hartford (CT) Chamber of Commerce
Hawaii Chapter of ABC Hawaii Hotel &
Lodging Association Hawaii Restaurant
Association Healthcare Distribution
Management Association Heart of America
Chapter of ABC Heating, Airconditioning
& Refrigeration Distributors International
Henderson (NV) Chamber of Commerce
Hilliard (OH) Chamber of Commerce
Hispanic Alliance for Progress Institute
Hobbs (NM) Chamber of Commerce
Hospitality Association of South Carolina
Hotel Association of New York City Hotel
Association of Washington DC

Houma-Terrebonne (LA) Chamber of
Commerce Idaho IEC Idaho Lodging &
Restaurant Association Illinois Chamber
of Commerce Illinois Chapter of ABC
Illinois Hotel & Lodging Association
Illinois IEC Illinois Restaurant
Association Independent Electrical
Contractors Inc Independent Women's
Voice Indian River County (FL) Chamber
of Commerce Indiana Chamber of
Commerce Indiana Chapter of ABC
Indiana Motor Truck Association
Industrial Fasteners Institute Industrial
Supply Association Inland Pacific Chapter
of ABC Interlocking Concrete Pavement
Institute 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 Iowa
Restaurant Association Iowans for Right
to Work Kansas Chamber (The) Kansas
City IEC Kansas Restaurant & Hospitality
Association Kentuckiana Chapter of ABC
Kentucky & Southern Indiana Chapter
IEC Kentucky Chamber of Commerce
Kentucky Electrical Contractors
Association Kentucky Motor Transport
Association Kentucky Restaurant
Association Keystone Chapter of ABC
Lake Havasu Area (AZ) Chamber of
Commerce Larue County (KY) Chamber
of Commerce Las Vegas (NV) Chamber
of Commerce Las Vegas Chapter of ABC
Licking County (OH) Chamber of
Commerce

Little Rock (AR) Chamber of Commerce
Long Beach (CA) Chamber of Commerce
Los Angeles-Ventura Chapter of ABC
Louisiana Association of Business &
Industry Louisiana Restaurant Association
Louisiana Retailers Association Lower
Bucks County (PA) Chamber of
Commerce Lubbock Chapter IEC Maine
Chapter of ABC Maine Innkeepers
Association Maine Restaurant Association
Management Association of Illinois (The)
Manufacturers' Association of NW
Pennsylvania Marion Area (IL) Chamber
of Commerce Maryland Hotel, Motel &
Resort Association Maryland Motor Truck
Association Massachusetts Chapter of
ABC Massachusetts Restaurant
Association Material Handling Equipment
Distributors Association MEC-IEC of
Dayton, OH 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 Gulf Coast Chapter of
ABC Mid Tennessee Chapter of ABC
Mid-America Lumbermens Association
Mid-Oregon Chapter IEC Mid-South
Chapter IEC Midwest IEC Minnesota
Chapter of ABC Minnesota Lodging
Association Minnesota Restaurant
Association Mississippi Chapter of ABC
Mississippi Economic Development
Council Mississippi Hospitality &
Restaurant Association Mississippi
Manufacturers Association Missouri
Restaurant Association Modular Building
Institute Monroe (LA) Chamber of
Commerce Montana Chamber of
Commerce

Montana IEC Montana Innkeepers
Association Montana Motor Carriers
Association Montana Restaurant
Association Montgomery Area (AL)
Chamber of Commerce Motor &
Equipment Manufacturers Association
Mountain States Employers Council, Inc.
Nashville IEC Natchitoches Area (LA)
Chamber of Commerce National Alliance
for Worker & Employer Rights National
Armored Car Association National
Association of Chemical Distributors
National Association of Homebuilders
National Association of Manufacturers
National Association of Sign Supply
Distributors National Association of
Wholesaler-Distributors National
Automobile Dealers Association National
Center for Assisted Living National
Council of Chain Restaurants National
Council of Textile Organizations National
Electrical Manufacturers Association
National Federation of Independent
Business National Franchisee Association
National Grocers Association National
Lumber & Building Material Dealers
Association National Mining Association
National Petrochemical & Refiners Assoc
National Private Duty Association
National Ready Mixed Concrete Assoc
National Restaurant Association National
Retail Federation National Roofing
Contractors Association National School
Transportation Association National Small
Business United National Solid Wastes
Management Association National Stone,
Sand & Gravel Association National Tank
Truck Carriers, Inc. National Taxpayers
Union

National Tooling & Machining
Association Nebraska Chamber of
Commerce & Industry Nebraska Hotel &
Motel Association Nebraska Restaurant
Association Nevada Hotel & Lodging
Association Nevada Manufactures
Association Nevada Restaurant
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 Electrical Contractors
Association New Jersey Hotel & Lodging
Association New Jersey IEC New Jersey
Restaurant Association New Mexico
Chapter of ABC New Mexico Lodging
Association New Mexico Restaurant
Association New Orleans/Bayou Chapter
of ABC New York State Hospitality &
Tourism Association New York State
Restaurant Association North Alabama
Chapter of ABC North Carolina Chamber
of Commerce North Carolina Restaurant
& Lodging Association North Dakota
Chamber of Commerce North Dakota
Hospitality Association North Florida
Chapter of ABC North Las Vegas (NV)
Chamber of Commerce North Palm Beach
County (FL) Chamber of Commerce
North Texas Chapter of ABC
Northeastern Retail Lumber Association
Northern Allegheny County (PA)
Chamber of Commerce Northern
Kentucky Chamber of Commerce
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 Chamber
of Commerce Ohio Hotel & Lodging
Association Ohio Restaurant Association
Ohio Valley Chapter of ABC OKC Inc
IEC Oklahoma Chapter of ABC Oklahoma
Hotel & Lodging Association Oklahoma
Restaurant Association Oklahoma State
Chamber Optical Laboratories Association
Oregon IEC Oregon Lodging Association
Oregon Restaurant Association Owatonna
Area (MN) Chamber of Commerce &
Tourism Oxnard (CA) Chamber of
Commerce Pacific Northwest Chapter of
ABC Pacific Printing & Imaging
Association Pelican Chapter of ABC
Pennsylvania Chamber of Business &
Industry Pennsylvania Restaurant
Association Pennsylvania Tourism &
Lodging Association Petroleum Equipment
Institute Plumbing-Heating-Cooling
Contractors Association Portland Cement
Association Precision Metalforming
Association Printing & Graphics
Association Mid Atlantic Printing &
Imaging Association Mountain States
Printing & Imaging Association of
Georgia, Inc. Printing & Imaging
Association of Mid America Printing &
Imaging Association of New York State
Printing Association of Florida, Inc.
Printing Industries Association Inc.
Serving Northern Kentucky & Ohio
Printing Industries Association of San
Diego (CA) Printing Industries Association
of the South, Inc.

Printing Industries Association, Inc. of
Arizona Printing Industries Association,
Inc. of Southern California Printing
Industries of America Printing Industries
of Michigan, Inc. Printing Industries of
New England Printing Industries of
Northern California Printing Industries of
St. Louis (MO) Printing Industries of the
Gulf Coast Printing Industries of the
Midlands, Inc. Printing Industries of Utah
Printing Industries of Virginia Printing
Industries of Wisconsin Printing Industry
of Illinois/Indiana Association Printing
Industry of Minnesota, Inc. Printing
Industry of the Carolinas, Inc.
Professional Beauty Association Property
Rights Alliance ProsperityAlaska.org
Public Service Research Council Puget
Sound Washington Chapter IEC
Redwood Empire Chapter IEC Regional
Legislative Alliance of Santa Barbara
County (CA) Restaurant & Hospitality
Association of Indiana Restaurant
Association of Maryland Restaurant
Association of Metropolitan Washington
Rhode Island Chapter of ABC Rhode
Island Hospitality & Tourism Association
Rio Grande Valley Chapter of IEC Inc
Rocky Mountain Chapter of ABC Rocky
Mountain IEC Rogers-Lowell (AR)
Chamber of Commerce Ruston-Lincoln
(LA) Chamber of Commerce Sacramento
(CA) Metro Chamber of Commerce
Saginaw Valley Chapter of ABC San
Antonio Chapter IEC San Diego Chapter
of ABC San Diego North (CA) Chamber
of Commerce San Diego North Chamber
of Commerce

Sebago Lake Region (ME) Chamber of
 Commerce Sierra Nevada Chapter of
 ABC Snack Food Association Society
 of American Florists Society of Human
 Resource Management Society of the
 Plastics Industry (The) South Carolina
 Chamber of Commerce South Carolina
 Trucking Association South Dakota
 Retailers Association 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 Staten Island (NY) Chamber
 of Commerce Steel Manufacturers
 Association Stuart-Martin County (FL)
 Chamber of Commerce Taxpayers
 League of Minnesota Tennessee
 Hospital Association Tennessee Hotel &
 Lodging Association Tennessee
 Restaurant 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
 Restaurant Association Texas State IEC
 Texas Warehouse Association Texoma
 IEC Textile Care Allied Trades
 Association Textile Rental Services
 Association of America The Real Estate
 Roundtable Tooling & Manufacturing
 Association

Treasure State IEC Tri-State IEC
 Truckload Carriers Association
 Truck Rental and Leasing
 Association Tucson (AZ)
 Metropolitan Chamber of
 Commerce

- Apple Association
- Chamber of Commerce
- Hispanic Chamber of
Commerce
- Human Recourses and Ethics
Services United Chambers of
Commerce-SFV & Region United
Motorcoach Association Utah Chapter
of ABC Utah Hotel & Lodging
Association Utah IEC Utah
Restaurant Association Ventura
Chapter IEC Vermont Hospitality
Council Virginia Chamber of
Commerce Virginia Chapter of ABC
Virginia Hospitality & Travel
Association Virginia Manufacturers
Association Virginia Petroleum
Convenience & Grocery Association
Virginia Trucking Association Visalia
(CA) Chamber of Commerce
Washington IEC Washington
Restaurant Association Washington
State Hotel & Lodging Association
WECA IEC West Chamber Serving
Jefferson County (CO) West
Suburban (IL) Chamber of Commerce
& Industry West Tennessee Chapter
of ABC West Texas IEC West Virginia
Chamber of Commerce West Virginia
Chapter of ABC West Virginia
Hospitality & Travel Association West
Virginia Oil Marketers & Grocers
Association Western Carolina
Industries Western Colorado Chapter
of ABC Western Colorado IEC

Western Growers Association
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 Wisconsin Motor Carriers
Association Wisconsin Restaurant
Association Wyoming Lodging &
Restaurant Association