



November 20, 2008

***To All Members of the U.S. Senate  
and U.S. House of Representatives***

Congratulations on being elected to the 111<sup>th</sup> 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 110<sup>th</sup> 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.

(continued)

*November 20, 2008*

*Page 2*

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 how more than 70 percent of union households oppose the *Employee Free Choice Act*, please visit our coalition's website at [www.myprivateballot.com](http://www.myprivateballot.com).

Sincerely,

**THE COALITION FOR A DEMOCRATIC WORKPLACE:**

60 Plus Association	American Trucking Associations
Affiliated Chambers of Commerce of Greater Springfield (MA)	American Wholesale Marketers Association
Alabama Chapter of ABC	Americans for a Limited Government
Alabama Restaurant Association	Americans for Prosperity
Alaska Cabaret, Hotel, Restaurant & Retailers Association	Americans for Tax Reform
Alaska Chapter of ABC	AMT-The Association for Manufacturing Technology
Alaska Hotel & Lodging Association	Antelope Valley (CA) Chamber of Commerce
Alliance for Worker Freedom	API
Aluminum Association	Arcadia (CA) Chamber of Commerce
American Apparel & Footwear Association	Arizona Builders Alliance of ABC
American Association of Homes & Services for the Aging	Arizona Chamber of Commerce & Industry
American Bakers Association	Arizona Hotel & Lodging Association
American Beverage Association	Arizona IEC
American Conservative Union	Arizona Restaurant & Hospitality Association
American Fire Sprinkler Association	Arkansas Chapter of ABC
American Foundry Society	Arkansas Hotel & Lodging Association
American Frozen Food Institute	Arkansas IEC
American Health Care Association	Arkansas State Chamber of Commerce
American Hospital Association	Asheboro/Randolph (NC) Chamber of Commerce
American Hotel & Lodging Association	Ashland & Tri State Area Chapter IEC
American International Automobile Dealers Association	Asian American Hotel Owners Association
American Meat Institute	Assisted Living Federation of America
American Seniors Housing Association	Associated Builders & Contractors
American Shareholders Association	Associated Builders & Contractors Heart of America Chapter
American Society for Healthcare Human Resources Administration	Associated Builders & Contractors of Alabama
American Society of Employers	Associated General Contractors
American Staffing Association	Associated Industries of Massachusetts
American Supply Association	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  
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  
Chicagoland (IL) Chamber of Commerce  
Cincinnati USA Regional Chamber  
Citizen Outreach Project  
Cleveland-Bradley (TN) Chamber of Commerce  
College & University Professional Association for Human Resources  
Colorado Association of Commerce & Industry  
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 Servicer  
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  
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 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  
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  
HR Policy Association  
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  
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 City IEC  
Kansas Restaurant & Hospitality Association  
Kentuckiana Chapter of ABC  
Kentucky & Southern Indiana Chapter IEC  
Kentucky Chamber of Commerce  
Kentucky Electrical Contractors 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  
 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 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 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 Federation of Independent Business  
 National Franchisee Association  
 National Grocers Association  
 National Lumber & Building Material Dealers Association  
 National Mining Association  
 National Petrochemical & Refiners Association  
 National Private Duty Association  
 National Ready Mix Concrete Association  
 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 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  
 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  
Office Products Wholesalers Association  
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.  
Property Rights Alliance  
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  
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  
Tucson (AZ) Metropolitan Chamber of  
Commerce  
U.S. Chamber of Commerce  
U.S. Hispanic Chamber of Commerce  
U.S. 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  
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  
Western Carolina Industries  
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  
Wisconsin Motor Carriers Association  
Wisconsin Restaurant Association  
Wyoming Lodging & Restaurant Association