



Labor Relations Institute, Inc.

General Information

What EFCA is.

Here's how the Congressional Research Service (CRS) of the Library of Congress describes it (emphasis ours):

EFCA (Employee Free Choice Act) Employee Free Choice Act of 2007 - *Amends the National Labor Relations Act to require the National Labor Relations Board to certify a bargaining representative without directing an election* if a majority of the bargaining unit employees have authorized designation of the representative (card-check) and there is no other individual or labor organization currently certified or recognized as the exclusive representative of any of the employees in the unit.

What EFCA does.

In short, EFCA abolishes NLRB-directed secret ballot directions in favor of a system that automatically unionizes a company if 50 percent plus one of its employees sign union authorization cards.

In effect, EFCA turns the authorization card into a public ballot. And it turns any employee who would rather not sign one into a ready target for intimidation and coercion by union representatives and proponents. By eliminating elections — and election campaigning — EFCA also prevents management from making its case against unionization, which unions cynically call “corporate bullying.”

The Act ignores the fact that significant criminal and civil punishments now exist for companies that interfere with labor elections. Instead it mandates further harsh penalties on companies based on highly subjective judgments.

More damaging to American business is the implementation of mandatory mediation if no agreement is reached within 90 days of union certification, with mandatory arbitration beginning 30 days after that. The majority of federal arbitrators have never written a labor contract in their lives and most have come from academia or government jobs. Yet they will be setting the wages, hours and benefits structures for the next two years for the company, without any understanding of the specific marketplace and the position of the company within that environment. The company's ability to position itself successfully against its competition has just evaporated.

What EFCA passage means.

Ultimately, EFCA wrenches the power over their economic destiny out of the hands of the American people and places it firmly in the hands of union bosses.

A Democrat-run Congress stands ready to implement this most undemocratic legislation given: a) President Obama in the White House; or b) enough new Democrat members to override a President McCain veto.

EFCA presents a real and imminent danger to American workers and companies. On the following pages, you'll links to excellent Web sites that further explain why.