



The Employee Free Choice Act: WHAT IT MEANS FOR YOU IN HEADQUARTERS

WHAT IS THE EMPLOYEE FREE CHOICE ACT?

The Employee Free Choice Act, or "card check" bill, would impose the most radical labor law reform in more than 60 years. Card check would end an employee's right to vote by secret ballot whether or not to unionize your workplace, and provide a path for the federal government to determine employee wages, benefits and workplace rules without the input of managers.

IF IT'S NOT LAW YET, WHY SHOULD I CARE?

Card check nearly became law in 2007. It only failed by a few votes and it will be voted on again early next year. Labor unions have deemed this bill their number one priority and will do whatever it takes to see it become law.

BUT RETAIL STORES AREN'T USUALLY UNIONIZED, RIGHT?

Several unions represent retail employees and they are able to organize at all levels: a department, a store or an entire company. And, with card check, they can do it with managers and employees completely unaware an organizing campaign is underway.

WHY IS THE SECRET BALLOT IMPORTANT?

Not only is voting by secret ballot fundamental to our American democracy, but it protects workers from intimidation tactics used by union organizers who can approach employees at any time, including at their home.

HOW WOULD A UNION IMPACT MY JOB?

As soon as a union collects signatures from more than half of its targeted unit, employees are *immediately* enrolled in a union. Having a union means:

- ✓ Non-performing employees will be difficult to reassign or remove
- ✓ Employees and their supervisors can no longer work together to solve problems
- ✓ Federal arbitrators with little or no prior knowledge of the industry or company could be brought in to unilaterally set wage and benefit terms as well as workplace rules
- ✓ Employees would lose their right to approve or decline contracts imposed by the federal arbitrator
- ✓ Operating costs will increase dramatically, limiting consumer buying power
- ✓ Merit-based promotions will cease to exist. Unions emphasize promotions based on seniority, not hard work.

WHAT CAN I DO TO STOP THIS?

Contact your Senator or Member of Congress and tell him or her that you oppose the so called "Employee Free Choice Act." Make sure you tell your friends and coworkers that this radical plan will hurt companies and hurt workers.